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Department of Labour

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Functions of the Department of Labour

The Department of Labour of Canada has functioned for forty-four years as the agency of the Federal Government charged with the administration of labour legislation. During the present war the Department's activities have been widely expanded. The functions of the principal branches of the Department and agencies associated with it are:—

Industrial Relations.—Under the direction of the Wartime Labour Relations Board (National), the Industrial Relations Branch is charged with the administration of the Wartime Labour Relations Regulations, P.C. 1003, which provide for the certification of employees' bargaining representation and the establishment of Boards of Conciliation for the settlement of disputes.

The Branch also administers the Conciliation and Labour Act, Chap. 110, R.S.C., 1927, which empowers the Minister of Labour to inquire into the causes and circumstances of a dispute and take measures considered expedient to effect a settlement. For the purpose of administering the Act, the Department maintains a staff of Industrial Relations Officers at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, and Sydney. The office of the Director of Industrial Relations is located in Ottawa.

The administration of the Fair Wages and Hours of Labour Act, 1935, and Order in Council P.C. 7679 governing the application of minimum rates of pay to all employees of Government contractors and subcontractors, are also administered by the Industrial Relations Branch.

Wartime Labour Relations Board (National).—This Board, together with Provincial Labour Relations Boards, administers the Wartime Labour Relations Regulations, P.C. 1003.

Statistics and Research.—The collection and publication of statistics of employment, wages, hours, prices, cost of industrial agreements, also of reports on commerce and the professions; the conditions of industrial relations, labour conditions and information on these subjects.

Labour Gazette.—The monthly publication of the labour-industrial situation throughout the Dominion.

The Vocational Training Co-ordinating Committee.—The committee co-ordinates and administers vocational training in vocational schools for members of the armed forces; youth training in agriculture.

Combines Investigation Act.—The administration of the Combines Investigation Act, Chap. 26, R.S.C., 1927, an Act to provide for the investigation of combines, monopolies, trusts, and mergers.

Dominion Government Annuities.—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members or by employers on behalf of their employees.

Unemployment Insurance Commission.—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service. The employment service now functions as the field organization of National Selective Service.

National War Labour Board.—This tribunal with its regional divisions administers the Government's wartime wages policy as set forth in Order in Council P.C. 9384 as amended.

National Selective Service.—This body administers the Government's manpower program.

Wartime Bureau of Technical Personnel.—The bureau organizes the placement of scientific and technical engineering personnel for war industries and the government service.

Library.—The maintenance of a library of publications on labour and economic subjects.

International Labour Organization (League of Nations).—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

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THE LABOUR GAZETTE

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THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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JULY, 1945

[NUMBER 7

Notes of Current Interest

Payment of family allowances commences

The Department of National Health and Welfare announced on June 18 that the first family allowance cheques would be mailed during July to 1,234,202 families who had registered for the allowances. Applications were still being received daily at the rate of approximately 2,100, and those received before the end of June, if approved, would be in time to make the applicants eligible for the first payment.

The Department stated that it was important that every family notify the Family Allowances Regional Office of change of address, births, or deaths of children under 16, in order to facilitate the administration of family allowances.

Progress of labour-management production committees

Early in 1943, the Dominion Government set up a three-man inter-departmental committee to sponsor and encourage the formation of labour-management committees in industrial plants, (L. G. 1943, p. 304). The establishment of such committees, in certain wartime industries had already been approved, both by trade union leaders and by representatives of management. The formation in January, 1944, of the Industrial Production Co-operation Board broadened and consolidated the activities of this committee, (L. G., 1944, 144).

A brochure entitled, "Partners in Production", recently issued under the direction of Mr. H. Carl Goldenberg, chairman of the Board, presents the testimony of key officials in some 28 typical Canadian industries as to the present and the potential value of labour-management committees. It is pointed out in the brief introduction that "the best proof of the success which labour-management production committees have achieved is their steady growth since early in 1943". Added evidence is provided by the statements of the management representatives, the large majority of whom "declared their intention of retaining their committees in the post-war period".

While not claiming that labour-management committees are "a cure-all for labour problems", or that all of them have been outstanding successes, it is asserted that they have "an impressive list of accomplishments to their credit; they have increased production, lowered costs, and built up understanding and confidence between management and labour". On the other hand, it is emphasized that "committees will fail when honest, sustained effort by management and labour leadership is not forthcoming". It is declared further, that "management and labour representatives must be animated by sincerity of purpose if their joint efforts are to succeed".

The scope and functions of the committee must be clearly defined and understood by both management and labour. It is urged that "a constant flow of problems and direc-

tives from management are as essential to the well-being of the committee as are the suggestions, ideas and studies submitted by labour". Further, the committee must be organized for *action* and be "large enough to be representative, but small enough to be an effective working unit".

Check-up of men on military postponement engaged in agriculture Suspension of call-ups under National Selective Service Mobilization Regulations does not mean that men on postponement of military training for employment in agriculture are now free to engage in other industry, Mr. A. MacNamara, Director of Selective Service, declared recently.

Instructions have been sent to local Employment Offices that any man on postponement to engage in agriculture, who is working in another industry, is to be compulsorily directed back to a farm job.

The Director pointed out that the need for maintaining food production at high level is still very great, and that the farms are still in urgent need of men.

Prosecutions under N.S.S. civilian regulations A total of 114 persons were convicted during May, 1945, of failing to comply with National Selective Service Civilian Regulations. Prosecutions were commenced in 153 cases, as against 129 prosecutions in April when 68 convictions were secured.

The May convictions included 10 against employers, most of whom were found guilty of engaging workers without permits. Of 83 employees convicted, the majority were charged with leaving employment without giving notice of separation, failing to accept high priority work when referred by a Selective Service Officer, and leaving employment to which they had been compulsorily directed by Selective Service.

As the suspension of Army call-ups from May 7 terminated directives to conscientious objectors to report to an Alternative Service Work Camp, few of the 21 conscientious objectors convicted in May were charged with failure to report to a camp. Charges dealt mostly with breaches of camp discipline by conscientious objectors.

At June 1, a total of 250 cases was still pending, 34 being charges against employers, 151 against employees and 65 against conscientious objectors. This represents a slight increase over the end of the previous month in cases pending.

From August, 1942, when prosecutions were first undertaken under National Selective Ser-

vice Civilian Regulations, to June 1, 1945, a total of 2,341 charges have been laid. There have been 1,650 convictions to date, 46 acquittals and 395 cases not proceeded with, and 250 cases not yet disposed of. Up to April 1, 1945, a total of 45,293 cases of reported contraventions of the Regulations had been investigated by Selective Service. Most cases have been adjusted without the necessity of prosecution.

Employment and industrial statistics The latest statistics available reflecting industrial conditions in Canada are shown in the table on page 939.

Figures published by the Dominion Bureau of Statistics on employment indicate that for the fifth successive month there was a downward trend in industrial activity. Data tabulated from 15,232 establishments showed a reduction of 0.8 per cent in the number of employees at May 1 to 1,789,970. A greater percentage decline was recorded at May 1 in both 1943 and 1944, but in the experience of pre-war years this downward trend is seasonal. The decline in employment at May 1 was accompanied by an increase in total payments in salaries and wages of 0.9 per cent. The increase in pay rolls represented mainly a recovery from the lower levels of the previous period due to a loss of time because of the Easter holidays. Per capita weekly earnings were \$32.55 at May 1, \$32 at April 1, and \$32.26 at May 1, 1944.

Comparative figures for the employment index are 175.5 at May 1, 176.9 for the preceding month and 178.2 at May 1 in the years 1943 and 1944. With the exception of these two years the index at May 1, 1945, was higher than in any other May in the record.

A substantial decline was recorded in employment in manufacturing, due in great part to curtailment in iron and steel plants and in the chemicals and textile industries. A marked decline was recorded in logging, although on a smaller scale than at May 1, 1944. Mining and retail trade also were lower, while increases were recorded in transportation, communication and construction.

The index of the physical volume of business indicating the trend in the production and distribution of goods declined from 232.2 in April to 218.6 in May. The comparative figure for May, 1944, was 241.8. The index of the volume of mineral production advanced, but lower volume was indicated by the indexes of manufacturing, construction, electric power production, and by the index of the distribution of goods.

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA
(Official statistics except where noted)

	1945			1944		
	June	May	April	June	May	April
Employment Index ⁽¹⁾		175.5	176.9	180.5	178.2	180.5
Unemployment percentage (trade union members)..... ⁽²⁾			0.7			0.9
Unemployment insurance claims.....			8,430	3,226	4,564	6,463
Index numbers, aggregate weekly payrolls..... ⁽³⁾		145.4	144.1	146.0	146.2	148.6
Per capita weekly earnings..... ⁽⁴⁾		32.55	32.00	31.81	32.26	32.37
Prices, Wholesale Index ⁽¹⁾		103.0	103.4	102.5	102.5	102.9
Cost of Living Index ⁽⁴⁾	119.6	119.0	118.7	119.0	119.2	119.1
Retail sales unadjusted index..... ⁽⁵⁾		182.1	174.6	176.4	176.7	176.8
Retail sales adjusted index..... ⁽⁵⁾		176.0	179.7	170.0	169.1	175.3
Wholesale sales..... ⁽⁵⁾		205.9	195.5	190.3	195.2	173.0
Common stocks index..... ⁽⁶⁾	†102.2	97.2	94.2	83.7	79.9	79.3
Preferred stocks index..... ⁽⁶⁾		132.4	130.3	122.2	118.5	118.7
Bond yields, Dominion index..... ⁽⁶⁾	†95.4	96.0	96.0	97.0	97.2	97.3
Physical Volume of Business Index ⁽⁵⁾		218.6	232.2	238.8	241.8	239.5
INDUSTRIAL PRODUCTION ⁽⁵⁾		238.0	252.2	266.8	272.3	270.0
Mineral Production..... ⁽⁵⁾		188.9	183.2	225.5	238.8	247.5
Manufacturing..... ⁽⁵⁾		256.1	271.1	292.2	297.3	291.3
Construction..... ⁽⁵⁾		160.0	211.3	111.8	109.2	140.2
Electric power..... ⁽⁵⁾		165.4	165.5	160.2	165.0	153.1
DISTRIBUTION ⁽⁵⁾		178.6	190.7	180.8	178.6	176.2
Carloadings..... ⁽⁵⁾		153.5	148.7	152.9	157.4	144.8
Tons carried, freight..... ⁽⁵⁾		221.4	215.3	220.0	219.9	213.4
Trade, external, excluding gold... \$		462,567,599	451,938,196	498,465,157	529,887,430	424,167,523
Imports, excluding gold... \$		143,844,311	133,827,107	152,478,301	159,038,099	137,487,106
Exports, excluding gold... \$		315,191,920	312,322,645	343,158,277	368,356,855	282,890,613
Bank debits to individual accounts..... \$		6,893,991,000	4,855,104,943	5,219,352,000	6,652,617,362	4,561,260,374
Bank notes in circulation..... ⁽⁸⁾ \$		952,600,000	965,900,000	837,200,000	836,500,000	836,500,000
Bank deposits in savings... \$		2,734,670,125	2,194,544,178	2,093,865,155	2,253,671,574	2,253,671,574
Bank loans, commercial, etc..... \$		1,022,510,668	1,160,775,469	1,117,464,938	866,976,693	866,976,693
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	296,734	272,239	280,105	279,868	282,760	272,724
Canadian National Railways operating revenues..... \$			31,714,000		32,138,400	30,862,400
operating expenses..... \$			24,524,000		25,900,880	24,995,932
Canadian Pacific Railway traffic earnings..... \$		26,622,457	26,400,245	26,656,986	27,316,649	25,753,427
Canadian Pacific Railway operating expenses, all lines. \$		23,085,508	23,386,362	22,118,529	22,846,290	21,848,861
Steam railways, freight in ton-miles.....			5,367,901,000		5,768,503,000	5,342,089,000
Building permits..... \$		17,348,058	17,735,330	14,274,590	17,838,508	13,611,306
Contracts awarded..... ⁽⁷⁾ \$		38,271,400	34,296,100	37,315,400	31,694,500	27,696,000
Mineral production—						
Pig iron..... tons		155,574	156,070	161,899	175,207	170,364
Steel ingots and castings..... tons		267,643	274,213	240,750	263,431	260,825
Ferro-alloys..... tons		19,883	18,350	17,906	15,876	12,818
Gold..... ounces			223,737	239,916	256,837	244,804
Coal..... tons			1,316,129	1,234,191	1,289,723	1,236,073
Copper..... pounds			42,954,116	47,344,917	47,843,032	45,239,782
Nickel..... pounds			21,661,372	20,373,599	24,023,396	23,160,550
Lead..... pounds		25,500,464	28,172,344	19,744,120	20,491,362	25,270,297
Zinc..... pounds		45,427,551	43,385,577	39,759,143	45,646,454	43,359,215
Timber scaled in British Columbia bd. ft.		264,000,535	234,704,914	315,661,196	264,000,535	284,671,498
Flour production..... bbls.		2,107,944	2,126,235	1,870,349	1,962,264	1,948,537
Footwear production..... pairs			3,275,381	3,037,239	3,200,891	2,908,348
Output of central electric stations..... k.w.h.		3,593,074,000	3,534,157,000	3,325,525,000	3,584,515,000	3,277,198,000
Sales of insurance..... \$			57,121,000	53,569,000	52,857,000	52,619,000
Newsprint production..... tons			245,430	246,860	262,467	236,000

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended June 28, 1945.

(1) Base 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figures for four weeks ended June 30, 1945, and corresponding previous periods. (8) Maclean's Building Review.

Interim report of Commission on Veterans' Qualifications

technical experience gained while in the Armed Forces, has submitted an interim report to the Minister of Labour, Hon. Humphrey Mitchell, containing a number of recommendations.

A preliminary recommendation concerned co-operation with the new system of re-education centres established by the Department of Labour of the Province of Quebec, and asked that the Department of Veterans Affairs at once take advantage of this system. Effect has already been given to this first recommendation.

The Royal Commission, after observing that the practice varies as among the Navy, the Army and the R.C.A.F., recommends the issue of special documents upon discharge to all members of the Armed Services, indicating occupational and educational standing obtained while in the Services. This recommendation reads as follows:—

That in the opinion of this Commission in order to ensure so far as possible the obtaining of credit in civil life, it is essential that each member of the Armed Forces be furnished with a document covering each course of instruction satisfactorily completed, the time spent in the service in the trade or other work concerned and any supplementary trade which he has acquired.

It is further essential, if such arrangements have not already been made, that the documents handed to each person discharged specify in full detail the rank and appointment and/or trade group held at that date.

The Commission recommends that through the use of Canadian Legion Text Books, by correspondence and in classes, those in the Forces should be assisted in acquiring matriculation or university entrance academic standing. The Commission observes that a good deal has been done in this line overseas, but the recommendation covers members of the Armed Forces in Canada also. The Commission suggests that many who are short of matriculation qualifications would be able to possess further technical and university training upon securing that initial standing.

After calling attention to the "tremendous asset" Canada will possess in the technical training acquired by members of the Armed Services who have been working with new inventions and new techniques, and referring

specifically to aerial photography, the Commission recommends, with a view to effectively utilizing this particular skill:

1. That the Dominion Government recommend forthwith the aerial survey of Canada.
2. That the attention of the universities be directed to the desirability of establishing courses leading to the preparatory acquirements necessary for clinical and engineering photographers.
3. That a combined school be established forthwith by the three Armed Services with the object of training:
 - (a) engineering and clinical photographers if required;
 - (b) personnel in the services who would benefit by further training and might be subsequently employed in governmental activities.

Stressing the present, and probable post-war shortage of teachers throughout the Dominion, the Commission suggests that the situation may be overcome by the training of selected instructional personnel from the three Armed Services; also, of course, this offers work opportunities for veterans. In consequence the Commission recommends on this subject as follows:

Whereas pre-professional reading and study courses are now available through Canadian Legion Educational Services for service personnel who desire to enter the teaching profession and who desire to obtain certain normal school credits for instructional and pre-professional work done while in the service, it is recommended that all who might desire to do so be made aware forthwith of the existence of such courses and that facilities be made available immediately by the Armed Services in order that as many instructors as possible may acquire such civilian credits before their demobilization.

The Commission is impressed with the avenues of employment offered by Canadian industry for persons who are specially fitted for personnel work. It is suggested that among officers and other ranks of the Services many persons will be found with a natural aptitude for posts of this kind, including several who have had opportunity of acquiring practical experience in the Forces. Therefore, the Royal Commission recommends that among veterans those who would seem to be suitable for personnel work should be earmarked, and that they should be given helpful advice in this connection, by counsellors who themselves are veterans. The Royal Commission also recommends "that universities and other educational institutions be invited to set up personnel courses in which the veterans above referred to may be made acquainted with civil requirements, including modern theory and practice, and to grant at the termination of such courses a suitable certificate."

Following its first meeting in Ottawa early in May (L. G., June, 1945, p. 796) the Commission met in Montreal where it has established headquarters and heard a considerable number of witnesses.

The Commission began its series of sittings at the several provincial capitals on June 25 in Toronto, where it conferred with provincial representatives and educational authorities.

Small increase in cost-of-living index The Dominion Bureau of Statistics cost-of-living index advanced from 119.0 on May 1, to 119.6 on June 1, 1945. Further increases in fresh vegetables were mainly responsible for this change. The food index rose from 131.7 to 133.4 between May and June, with substantial increases in fresh vegetables and lesser ones among fresh fruits, eggs, and meats, far outweighing a decline for butter. The clothing index rose fractionally from 122.0 to 122.1 but other group indexes remained unchanged as follows: rent 112.1, fuel and light 106.6, homefurnishings and services 118.9, and miscellaneous items 109.4. The wartime increase in the index has been 18.7 per cent, from 100.8 to 119.6.

Death of Mr. L. E. Westman

The death occurred on July 1, 1945, of Mr. L. E. Westman, who only recently retired as Associate Director of National Selective Service in order to return to private industry.

While serving with National Selective Service Mr. Westman was responsible for labour supply planning in connection with mining and war industries, was Chief Alternative Service Officer, and was also a member of several departmental and inter-departmental committees.

Mr. Westman, a past president of the Chemical Institute of Canada, first joined the Department of Labour in 1942 to assist in the operations of the Wartime Bureau of Technical Personnel. He had planned to return to Toronto, to resume his post of President of the Westman Publications Limited.

In a personal tribute, Mr. Arthur MacNamara, Director of National Selective Service, declared that throughout his association with the Department of Labour Mr. Westman was held in the highest personal regard by all members of the staff.

In the Department, J. F. MacKinnon, Assistant to Mr. Westman for over two years, has been promoted to the position of Associate Director and will take over Mr. Westman's duties. Mr. MacKinnon was formerly an executive with a financial firm at Toronto.

J. W. Willard awarded Harvard Fellowship

It was announced early in July that Joseph W. Willard, M.A., for the past two years on leave with the Canadian Army from the Head Office Staff of the Unemployment Insurance Commission was one of four Canadians who had been awarded Fellowships by the Graduate School of Public Administration of Harvard University.

The fellowships were established for persons with experience in Government who intend to continue such careers. They are tenable for one full academic year for intramural post-graduate study.

Mr. Willard is a graduate of the University of Toronto and for several months early in 1943 was Assistant Editor of the *LABOUR GAZETTE*. Several weeks ago, he was promoted to the rank of Major and is, at present, Executive Secretary of the Canadian Medical Procurement and Assignment Board.

Composition of government-labour legislative committee in B.C.

Reference was made in the June issue of the *LABOUR GAZETTE* (p. 797) to the establishment in British Columbia of a joint government-labour committee to study, and if possible give effect to, the legislative proposals of organized labour.

Information has now been received that the composition of this committee is as follows:

(1) *Representing the Provincial Government and government agencies:* Hon. G. S. Pearson, Minister of Labour (General Chairman); Hon. E. C. Carson, Minister of Mines; Adam Bell, Deputy Minister of Labour; James Thompson, Chief Conciliation Officer, British Columbia; Barrie Goult, Secretary-Registrar, B.C., Wartime Labour Relations Board; J. P. Hogg, Departmental Solicitor; James Dickson, Chief Inspector of B.C. Mines.

(2) *Representing Trades and Labour Congress of Canada:* Birt Showler, Vice-President, T. and L. C.; J. Stevenson, President, Vancouver and New Westminster District Building Trades Council; R. K. Gervin, Chairman, B.C. Executive Council.

(3) *Representing Canadian Congress of Labour:* D. O'Brien, Regional Director of Organization, and President, B. C. Federation of Labour; Harold Pritchett, Secretary-Treasurer, B.C. Federation of Labour; Harvey Murphy, First Vice-President, B.C. Federation of Labour.

(4) *Representing Standard Railway organizations:* H. Elliott, H. Mackey and H. Warde.

Sub-committees were chosen to deal with such matters as the Apprenticeship Act, the Boiler Inspection Act, safety and health, hours of work, labour relations regulations, minimum wages, and workmen's compensation. In addition, the committee as a whole will deal with such issues as education, immigration, rehabilitation and other matters in which labour is especially interested.

**Training
course in
accident
prevention**

Under the auspices of the University of Manitoba Evening Institute, in co-operation with the Manitoba Department of Labour, a training course in industrial accident prevention was given to employees of over forty firms in the winter of 1944-45. The course consisted of twelve lectures covering various aspects of industrial accident prevention. Nine of the lectures were given by Mr. W. Trevor Davies, Director of Safety, Department of Labour, Manitoba, Lectures on the control of electricity, the care of injuries, and the "accident expense account," were given by Mr. E. V. Caton, Chief Engineer of Power Production, Winnipeg Electric Company; Dr. Emmet Dwyer, Regional Medical Officer, Canadian National Railways; and Mr. N. Fletcher, Secretary of the Manitoba Workmen's Compensation Board. The purpose of the course was "to provide practical training in industrial safety and give material which can be applied immediately in plants to decrease accidents and keep production at its maximum by keeping the men at work."

**Training in
Britain for
boys entering
coal mines**

An Order under the Defence Regulations in Great Britain is designed to ensure that boys entering coal mining are given preliminary training and work under supervision and are physically fit for the job. The Coal Mining (Training and Medical Examination) Order, 1944, gives effect to recommendations made by the Committee on the Recruitment of Juveniles in the Coal Mining Industry.

Generally, employment in coal mining is prohibited, except under competent instruction and supervision, of any person who had no experience in the particular class of work before February 1, 1944, until he has been adequately instructed and is competent to do the work without supervision. A person, who, before February 1, 1944, has had no experience of work at the coal face, may not be employed at the coal face, except in South

Wales, unless he has had at least 16 weeks experience below ground in a coal mine.

No person is to be employed below ground, except in South Wales, until he has either (a) spent at least four weeks in the preceding four months at a Coal Mining Training Centre and, in addition, has had at least two weeks' experience of employment in coal mining under competent instruction and supervision, or (b) has had at least six weeks' experience of employment in coal mining under competent supervision and, in addition, has had adequate instruction and training in safe and efficient methods of work below ground.

In South Wales, where boys cannot be employed on haulage, new entrants must have spent at least four weeks at a Training Centre or have had at least four weeks' experience in coal mining under supervision and have received instructions in safe and efficient methods.

The Minister of Labour and National Service may notify an employer of any boy under 18 that arrangements have been made for the latter's medical examination and, after examination, the boy may be employed only in accordance with the Minister's orders.

**Report on
domestic workers
in Great Britain**

A Report on Post-War Organization of Private Domestic Employment, prepared at the instance of Hon. Ernest Bevin, until recently

Minister of Labour and National Services, has recently been made public. It recapitulates the poor status of the domestic worker and proposes sweeping reforms designed to put domestic service on an entirely new footing. The authors are Miss Violet Markham and Miss Florence Hancock.

In order to provide a service that will be available for all sections of the population the report suggests that a National Institute of Houseworkers be established. The functions of the Institute would include provision for training domestic workers for employment at standard rates and under specified conditions. Courses of training would also be available for housewives. Three classes of workers are recommended for training: those desiring full-time employment with one household; those working regularly part-time for one household; and those employed part-time by more than one household. Day work, rather than "living in" is heavily emphasized.

It is also suggested that local authorities might help the low-income mother by means of "home helps"—trained domestic workers who would be available for households where the mother is ill, the cost being recoverable in proportion as the family could repay it.

It is urged that, at the outset, the Institute should have centres in ten or twelve cities with at least one serving an agricultural area. Employers using the Institute would subscribe to its upkeep and charges would be made for workers living at the residential hostels connected with it. In these ways, it is intended to make the Institute self-supporting, except for training, which would be subsidized by the government. Answering the criticism that the proposals would make domestic service too expensive, the report suggests that if it is put on "the proper industrial basis" employers with servants should have income tax relief, just as industrial employers do not pay income tax on their wages bill.

Under the New South Wales Annual holidays legislation in "every worker . . . is entitled at the end of each year of his employment by an employer to an annual holiday of two weeks on ordinary pay. The holiday is to be taken in two consecutive weeks, or by agreement in two separate periods, but not otherwise. It must be taken within six months after the holiday becomes due, but provision is made for the postponement of the taking of such leave where the Industrial Registrar thinks it is desirable."

According to the New South Wales *Industrial Gazette*, "worker," for the purposes of the Act, means "persons employed, whether on salary or wages or piecework rates, or as a member of a butty-gang, and the fact that a person is working on a contract for labour only, or substantially for labour only, or as a lessee of any tool or other implements of production, or as an outworker, or is working as a salesman, canvasser, collector, commercial traveller or insurance agent, or in any other capacity in which he is paid wholly or partly by commission, shall not in itself prevent such person being held to be a worker."

The Act provides further, that payment in lieu of any holiday is not to be accepted by an employee and the employer must give seven days' notice of the date a worker will be required to commence his leave and pay to him in advance his ordinary pay for the holiday period. Ordinary holiday pay shall be paid to the worker where his services are terminated, and where the payment is for less than a year the employer shall pay an amount equal to one twenty-fifth of his ordinary pay for the period of employment.

Should an employee be working under an agreement or contract of employment granting more favourable provisions than those

provided under the Act, such privileges are protected under the terms of the Industrial Arbitration Act.

Social year book of Russell Sage Foundation The Social Year Book, 1945, published by the Russell Sage Foundation of New York was issued early in June. It is a volume of over 600 pages. Part I contains some 75 monographs on a wide range of social questions including adult education, child labour and welfare, employment services, labour standards, unemployment compensation, public health and welfare, vocational guidance, and many others covering a wide range of community services. Part II provides an extensive catalogue of national and voluntary agencies engaged in work designed to promote social and economic betterment in the United States. A carefully compiled index adds to the value of the volume for reference purposes.

The *Social Year Book* is designed to be an encyclopedia of organized activities in social work and related fields. The current issue is the eighth in a series commenced in 1939 and published biennially since 1933. With the exception of two articles, Foreign Relief and Rehabilitation and International Social Work, coverage has been restricted to the United States. However, the research work of the Russell Sage Foundation is of wider than national interest and the volume will be of value to promoters of social welfare in other countries.

E. C. Desormeaux awarded medal by Professional Institute of Civil Service In recognition of administrative ability and research in the field of employment and unemployment, Ernest C. Desormeaux, M.A., L.Sc., LL.D., General Secretary of the Unemployment Insurance Commission was recently awarded a medal by the Professional Institute of the Civil Service of Canada.

Dr. Desormeaux has been General President, Ontario Educational Association; President of the Ontario Trustees and Ratepayers Association; and for 25 years prior to his appointment with the Unemployment Insurance Commission was Business Administrator of the Ottawa Separate School Board. He is Professor of Political Economy and Social Science at Ottawa University.

In addition to these professional qualifications, Dr. Desormeaux submitted a thesis covering his extensive studies of the causes and prevention of unemployment and the evolution of unemployment insurance in European countries, the United States and Canada.

Ninety-fifth Session of Governing Body of I.L.O.

Employment Policy and Future Development of I.L.O. Discussed at Meeting in Quebec

MEETING for the first time on Canadian soil, the Governing Body of the International Labour Office held its 95th session in Quebec City from June 21 to 27, 1945. Representatives of 16 governments were in attendance, as well as 8 workers' delegates and 8 representatives of employers.

On the agenda were questions of employment policy and of the future of the I.L.O. in relation to the new international organization created by the United Nations at San Francisco. The Governing Body also dealt with the finances of the I.L.O., made arrangements for the next International Labour Conference to be held in Paris in October, considered the progress made so far in the development of international industrial committees, and acted on a number of other matters.

Governing Body

Like the International Labour Conference, which is composed of workers', employers' and government delegations from over 40 nations, the Governing Body of the I.L.O. is tripartite in structure. In normal times the Governing Body meets four times a year, plans the agenda of the Conference, and supervises the work of the International Labour Office.

Of the 16 Government seats on the Governing Body, 8 are elective and 8 are held permanently by the nations of chief industrial importance. Canada holds one of the permanent seats. The 8 seats held by workers and the 8 by employers are elective. Canadian workers are represented by Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada, and employers by Mr. Hugh W. Macdonnell, Legal Secretary, Canadian Manufacturers' Association, who are member and deputy member of their respective groups by virtue of their election at the Philadelphia Conference of the I.L.O. in May, 1944.

The Canadian Government member is Mr. Arthur MacNamara, Deputy Minister of Labour. Mr. MacNamara was accompanied to Quebec by Mr. Alfred Rive, Chief of Special Division, Department of External Affairs, official substitute member; Mr. Paul Renaud, Counselor, Legal Division, Department of External Affairs, and Mr. Eric Stangroom, Department of Labour, who also acted as substitutes; Mr. John Mainwaring, Department of Labour,

information officer, and Mr. J. George, External Affairs, secretary.

Hon. Humphrey Mitchell attended the opening session in his capacity as Minister of Labour and formally welcomed the members of the Governing Body.

Opening of Session

Opening the 95th session Mr. Carter Goodrich, Chairman of the Governing Body and United States Government member, welcomed the presence of former members of the Governing Body who had suffered in their own countries in Europe during the war. He mentioned in particular Mr. Leon Jouhaux, the French trade union leader, who no more than six weeks previously had been in a German concentration camp, and Mr. Justin Godart, French Government representative.

Messages from the Prime Minister of Canada and the President of the United States, affirming their countries' support of the I.L.O., were transmitted to the delegates.

The Prime Minister's message, which was read by Hon. Humphrey Mitchell, stated in part:

The threat that labour might be enslaved in a world dominated by fascism has been removed, and the high purposes for which the International Labour Office exists are once more fully capable of being realized.

The responsibilities which lie upon you are indeed unusually heavy, for in the great economic and social effort which will be required for the transition to peace, after the war against Japan has been brought to a successful conclusion, your activities can be of immeasurable importance in helping to assure the maintenance of beneficial labour conditions and wise labour relations . . .

The people of Canada will have every sympathy with the objectives which have brought you to this meeting, and I am happy to extend these greetings on their behalf as well as on behalf of the Government.

I know that they will follow with interest and concern not only the meetings of this Governing Body, but also the progress of the International Labour Office in all its activities.

Welcoming the delegates, the Minister of Labour declared that the contribution made by the I.L.O. had been the best of the machinery which was set up following the first great war. "I am confident," he added, "that this Body has an important and permanent place in the

world when the present struggle finally ends."

Referring to the Prime Minister's message he declared that the Rt. Hon. W. L. Mackenzie King had been a pioneer in the development of social measures in Canada, and that his contribution to the welfare of working men and women and his unflinching support of labour organizations was a matter of public record.

He expressed the hope that with the conclusion of the war in the Pacific, co-operation on the part of the United Nations would ensure peace for generations to come. (The text of the Minister's speech appears at the conclusion of this article.)

Hon. Antonio Barrette, Minister of Labour of the Province of Quebec, welcomed the Governing Body on behalf of his Government.

Following a tribute to the late President Roosevelt by Mr. E. J. Phelan, Acting Director of the International Labour Office, the Governing Body stood in silence as a token of respect to his memory.

Miss Frances Perkins, United States Secretary of Labour, expressed her appreciation of this tribute, and said that the purposes of the I.L.O. had been very close to the heart of the late President. Continuing, she said: "President Truman has asked me to come here and assure you of the continuation of the U.S.A. policy towards the I.L.O. He has asked me to say to you that the Government of the United States will continue to take full part in the work of the I.L.O. and will continue to look to the I.L.O. for leadership on the international plane in the improvement of labour standards and the development of measures to combat poverty everywhere."

Employment

Policies to maintain high employment and questions relating to the employment of disabled persons were discussed by the I.L.O. Employment Committee which met on June 15 and 16 and reported to the Governing Body.

Disabled Workers—In response to instructions given at the previous Governing Body meeting in London last January (L.G., April, 1945, p. 555) the International Labour Office is preparing a report on the training and employment of disabled workers. The report will consist of a comparative survey of national policies and methods for meeting the special problems of disabled workers.

The Committee was of the opinion that this report should be completed if possible before the next session of the Conference. It requested the Office that particular attention be paid in the report to the vocational guidance of disabled persons at the earliest possible stage in their medical treatment, in view of the

psychological effect of disablement. It also asked for data on the employment of disabled persons, in appropriate cases, under "sheltered conditions."

Employment Policy—The problem of maintaining high levels of employment during the period of industrial reconversion, which is on the agenda of the next session of the Conference, was the subject of preliminary discussion both by the Employment Committee and by the Governing Body. A report on the subject, which is being prepared by the Office, was outlined for the Governing Body.

During the discussion it was suggested that the I.L.O. might be exceeding its competence if it dealt with the economic aspects of employment. Mr. L. Dupriez, Belgian Government delegate and chairman of the Employment Committee, said however that although the Office report would deal primarily with the labour market aspects of employment economic aspects would also necessarily be considered. It was also pointed out that under the terms of the Philadelphia Charter the I.L.O. has the responsibility to "examine and consider" international economic policies.

The desirability that full employment be attained without sacrifice of freedom was stressed in some speeches, the British employers' delegate, Sir John Forbes Watson, pointing out that although a slave state could establish full employment by ordering everybody into jobs free countries had to attain the goal in a different way. The degree of government intervention that would be necessary to make a full employment policy effective formed the basis of considerable discussion. Contrasting views were expressed by two of the workers' delegates, Mr. Robert Watt, U.S.A., who favoured a minimum of government action, and Mr. Jacobus Oldenbroek, Netherlands, who pointed out that conditions varied from country to country, and said that in his country an extension of "collective enterprise" would be required for the rehabilitation of industry. Mr. V. Lombardo Toledano, Mexican workers' delegate, asked that the I.L.O. pay more attention to the industrialization of less developed countries (such as China, India, and those of Latin America) in order to provide larger markets for higher developed countries and thus aid employment internationally.

During the discussion Mr. Arthur MacNamara, Canadian Government delegate, outlined the White Paper, *Employment and Income*, in which the Canadian Government sets forth its post-war employment policy. (The text of Mr. MacNamara's statement appears at the conclusion of this article.)

Employment Recommendations—The Employment Committee prepared draft forms by means of which governments will be asked to report to the I.L.O. on the Employment Recommendations adopted at the Philadelphia Conference last May. These Recommendations deal with employment organization in the transition period. They contain a set of general principles together with specific proposals in regard to the re-employment of service personnel and workers in war industry, establishment of an efficient national employment service, a fair demobilization plan, a broad vocational training and apprenticeship program, and the special employment problems of young workers, women and disabled persons. Governments will be asked to report on each section of the Recommendations as to whether they have accepted the principle wholly or partly, and if so, the position in their country concerning the application of the principle.

The report forms were approved by the Governing Body.

Constitutional Questions

The future of the I.L.O. in relation to the new international organization set up by the United Nations at San Francisco was discussed in meetings of both the Committee on Constitutional Questions and the Governing Body.

The need for constitutional change stems from the fact that the I.L.O. has up to the present been part of the organization of the League of Nations. Created by the Peace Treaties of 1919 for the purpose of improving the conditions of the workers of the world through international agreement, and unique among international organizations by virtue of its tripartite structure, the I.L.O. has occupied the position of an autonomous body within the organization of the League.

As the second world war began to draw to a close, and new arrangements for international co-operation began to be evolved without provision for the continuation of the League of Nations, it became necessary to consider the place that the I.L.O. would occupy in the new framework of international organization.

Accordingly, the matter was placed on the agenda of the Philadelphia Conference in 1944. On the instigation of the Canadian Government delegates, the Conference adopted a resolution affirming the desirability of close collaboration between the I.L.O. and other international organizations (which at that time included UNRRA and the United Nations Food Commission), and establishing a committee to consider the future constitutional development of the I.L.O.

This Committee on Constitutional Questions held its first session last January in London, prior to the 94th session of the Governing Body under the chairmanship of Mr. Paul Martin, Canadian Government delegate.

By this time the Dumbarton Oaks conversations had been held and the pattern of world organization had begun to take shape. The Committee adopted a resolution, which was approved by the Governing Body, welcoming the progress made at Dumbarton Oaks and affirming the desire of the I.L.O., with its tripartite structure, for association with the new general international organization.

Subsequently the San Francisco Conference was convened. The Government of the United States, as host government, suggested that the I.L.O. be represented for informal consultation, and a small delegation representing the government, employers' and workers' groups and the Office proceeded to San Francisco.

This delegation, in reporting to the Constitutional Committee on June 16, pointed out that there had been no negotiations in the proper sense of the term between the I.L.O. and the new organization at San Francisco "for the simple reason that the new organization did not yet exist."

However the delegation attended the discussions of the competent committee of the Conference, and stated the position of the I.L.O. This was that the I.L.O. needs and desires, within the new framework, enough freedom of action to discharge its responsibilities

and particularly to assure that the voice which the workers and employers exercise in world affairs through the International Labour Organization remains a real one

and in general that the position of the I.L.O. in relation to the new organization should be not less favourable than that which it occupied in relation to the League of Nations.

During the course of the San Francisco Conference, the principles and procedures which will govern the relations between the I.L.O. and other specialized organizations and the general United Nations Organization were worked out. The relationship will be established by agreement; and negotiations will take place between the Economic and Social Council of the United Nations Organization on the one hand, and the specialized organization concerned on the other.

After examining the report of the I.L.O. representatives at San Francisco, the Committee on Constitutional Questions came to the conclusion that the I.L.O. can face the future with confidence "because it derives its authority and its vitality from the fact that, being tripartite in character, it is more broadly

based than any purely inter-governmental organization and because it continues to enjoy the support of the governments, employers and workers of its members." However the I.L.O. should "show special vigilance during the formative stages in the development of the new framework of world organization, and should pursue with vigour and efficiency its indispensable work and take effective steps to make that work and its value more fully known and understood throughout the world."

It was agreed further to be of the greatest importance that the I.L.O. should continue to seek the fullest co-operation of all of the United Nations.

The report of the Committee was approved by the Governing Body, and the mandate of the I.L.O. negotiating committee¹ to put forward the desiderata defined at the London session last January was reaffirmed.

Re-equipping and Remodelling of the I.L.O.

—The Committee also had a lengthy and important discussion on internal changes that are expected to be brought about in the I.L.O. in the light of a quarter of a century of experience. No conclusions were reached at this session, but the Office was asked to prepare a report on the various constitutional proposals made at the Philadelphia Conference and at the London and Quebec sessions of the Committee.

During the debate on this topic by the Governing Body some of these proposals were made public.

Two of the suggestions had to do with representation at I.L.O. Conferences. At present each country is entitled to send two government representatives, one worker, and one employer. Mr. Lombardo Toledano, Mexican workers' delegate and president of the Confederation of Latin-American Workers (CTAL) proposed that the workers' representation be increased to two. Such a change, he said, would be particularly convenient in a country where there were two central labour organizations. Mr. Henri Fuss, Belgian Government, supported this proposal and suggested that the principle be also applied to employers, enabling one employers' delegate to represent private enterprise and another socialized enterprise.

Considerable attention was given to the matter of International Labour Conventions. Conventions and Recommendations are adopted at sessions of the Conference, requiring a two-thirds majority of the votes cast by the delegates. They are not binding unless ratified by governments, but each member state is obligated to bring them within 12 months of their adoption¹ before the "authority

or authorities within whose competence the matters lie," for the enactment of legislation or other action. Since 1919 the Conference has adopted 67 draft Conventions, which have received approximately 900 ratifications by member countries.

Mr. Waline, French employers' delegate, advocated steps to secure a greater number of ratifications. He said that there should be a recognized moral obligation on the part of a country to ratify a Convention it had voted for at a Conference; and that countries which failed to do so should be required to report their reasons to a subsequent session of the Conference, with the possible outcome that the Convention would then be revised to make it acceptable to a larger number of countries. Mr. Toledano was of the opinion that the votes of governments should be binding. Sir John Forbes-Watson, British employer, expressed the view that Conventions sometimes represented too high a standard of labour policy for all countries to be in a position to ratify them, and that a more practical policy would be to have them represent minimum standards. Mr. E. J. Phelan, Acting Director, declared that the I.L.O. should not be judged solely by the ratifications of Conventions, pointing out that the Organization had served the people well and that conditions in backward countries had improved since the I.L.O. came into being. He questioned whether the new international organizations would achieve any better ratification record and considered that public opinion would constitute the strongest sanction on governments to improve their standards. Mr. Phelan also pointed out that the I.L.O. had already undertaken a considerable degree of remodelling, as evidenced by its plans for industrial committees and regional conferences.

Several delegates stressed the desirability that the U.S.S.R. should resume participation in the I.L.O., and that the five Latin-American countries which have not yet joined be encouraged to do so. Mr. Watt reminded the delegates that a unanimous invitation had been extended to the U.S.S.R. by the Governing Body in London in December, 1943.

Delegates were unanimous in their support of the tripartite structure of the I.L.O.

The Constitutional Committee received a telegram from Hon. Paul Martin, regretting that he was unable to continue his chairmanship of the Committee owing to his new duties as Secretary of State of Canada. Mr. Martin expressed the conviction that the I.L.O. would occupy a position of growing importance in the new world organization. The Committee elected as its new chairman Mr. Carter Goodrich, U.S. Government, who is also chairman of the Governing Body.

¹ or in exceptional cases 18 months

Industrial Committees

A brief discussion took place on the progress that has been made towards the establishment of international industrial committees. It had been previously decided that these tripartite committees would be established in the following seven industries: inland transport, textiles, coal mining, iron and steel production, the metal trades, petroleum production and refining, and building, civil engineering and public works.

The function of these committees will be to consider the special circumstances and problems of the industries concerned. Proposals may be formulated for international standards concerning the regulation of wages, conditions of employment and welfare arrangements in the various industries. These may be given effect through the adoption of International Labour Conventions, or through the negotiation between employers and workers of collective agreements of an international character.

Governments have been asked to consult with employers' and workers' organizations and to inform the Office by July 15 of the number of representatives they consider it appropriate to appoint to each committee from their respective countries. Canada will be one of the countries represented on each committee.

The Governing Body will itself have tripartite representation on the committees. At the Quebec session the government and workers' groups each appointed their representatives, but the employers' group deferred submission of its nominations. A Canadian Government delegate will represent the Governing Body on the committee dealing with the metal trades, while Mr. Percy Bengough will represent the workers' group on the building committee.

Final preliminary action in setting up the committees is anticipated at the next session of the Governing Body in October, and it is expected that two of the committees, those dealing with coal mining and inland transport, will hold their first meetings in December. The others are expected to be functioning before the 1946 session of the Conference. The Office is drafting preparatory reports for these meetings.

Future I.L.O. Meetings

The most important of these is the next committees, the Governing Body planned a number of other I.L.O. meetings for the coming months.

The most important of these is the next general session of the International Labour Conference. On the invitation of the French Government this, the 27th Session, will open

in Paris on October 15. It will be preceded by a meeting of the Governing Body on October 10.

It was agreed that invitations to the Paris Conference should be extended to signatories of the San Francisco Charter who are not members of the I.L.O. to be present as observers.

A Preparatory Technical Maritime Conference will open in London on November 15, to be followed early in 1946 by a maritime session of the International Labour Conference.

On the invitation of the Mexican Government an American Labour Conference will be held in Mexico City in the spring of 1946. Two such conferences of American countries which are members of the I.L.O. have previously been held, in Santiago, Chile in 1936, and in Havana, Cuba in 1939, at both of which Canada was represented. It was agreed that the agenda for the Mexico conference would include social and economic problems, especially in connection with the industrialization of less-developed countries, vocational training, labour inspection and labour relations. American countries which are not at present members of the I.L.O. will be invited to send observers.

The Governing Body is sending a tripartite delegation to another meeting in Mexico City, that of the Inter-American Committee on Social Security to be held on July 23, 1945. At this meeting it is expected that a date will be set for a second session of the Inter-American Conference on Social Security, which held its first meeting in Santiago in 1942.

The Governing Body discussed plans for a further extension of the regional activities of the I.L.O. In addition to the American meetings mentioned above, preparations are being made for two other regional conferences, one in South-East Asia, and the other in the Near and Middle East. These will be held when conditions permit.

Finance

The Governing Body gave approval to a budget of 11,521,510 Swiss francs¹ for the work of the Office in 1946, as compared with 11,525,505 Swiss francs in 1945.

Italy and the I.L.O.

The Governing Body agreed to refer the formal application of the Italian Government for readmission into the International Labour Organization to the Paris Conference, and expressed the hope that it would be favourably received. A number of delegates spoke in favour of readmission of Italy. Mr. Henri Hauck, French Government delegate, said that

¹ \$2,880,377

although France could not forget the circumstances under which Italy entered the war, she wished to support the democratic forces in Italy and would vote for her readmission.

An application from Iceland for membership in the I.L.O. will also be placed before the next session of the Conference.

Representation of Federal States at Conference

A proposal made by Mr. Paul Martin, Canadian Government delegate, at the previous session of the Governing Body, to the effect that the Government of a federal country be permitted to appoint representatives of a state or province to accompany its delegation to the Conference, was incorporated in a revision of the Standing Orders approved by the Governing Body for transmission to the Conference.

Other Activities of Governing Body

The Governing Body also approved forms for annual reports by governments on the

application of six Conventions that have come into force since the outbreak of war as a result of their ratification by the requisite number of countries; decided to set up a consultative committee on labour provisions in the peace settlement, consisting of the nine members of the I.L.O. negotiating committee; agreed to reconstitute the Permanent Agricultural Committee with a limited membership for two years; and decided that the Factory Safety Code Committee should meet in Montreal in August.

Thanks were expressed to the Canadian Government and to the Province of Quebec for their hospitality and for the facilities and entertainment that had been accorded the delegates.

A dinner was given for the Governing Body by the Government of Canada at which Hon. Humphrey Mitchell presided. The Government of the Province of Quebec also gave a dinner for the delegates.

Speech of Honourable Humphrey Mitchell, Minister of Labour

Mr. Chairman and members of the Governing Body of the International Labour Office, I wish to convey to you a personal message from the Right Honourable W. L. Mackenzie King, Prime Minister of Canada.

Message from The Prime Minister

It gives me great pleasure to extend to the members of the Governing Body of the International Labour Office a most sincere welcome to Canada, and to express both the hope and the expectation that your deliberations in Quebec will be harmonious and fruitful.

This moment in history, when peace has been restored to large sections of the world, and when the freedom of labour to organize under its own leadership has been vindicated, is a significant one for this meeting.

The threat that labour might be enslaved in a world dominated by fascism has been removed, and the high purposes for which the International Labour Office exists are once more fully capable of being realized.

The responsibilities which lie upon you are, indeed, unusually heavy, for in the great economic and social effort which will be required for the transition to peace, after the war against Japan has been brought to a successful conclusion, your activities can be of immeasurable importance in helping to assure the maintenance of beneficial labour conditions and wide labour relations . . .

The occasion of the meeting in Canada of the Governing Body of the International Labour Office is one of particular gratification to me personally.

For many years I have observed in this country the growth of a body of legislation and of administrative services which seek to improve the conditions of labour, and I have also had some part in these developments.

A structure of Labour Unions has been created by the workers of Canada through which they obtain energetic and constructive leadership, and between these organizations and the representatives of employers and the Government, a network of relationships has been established by which the progressive betterment of the position of labour is ensured.

The people of Canada, therefore, will have every sympathy with the objectives which have brought you to this meeting, and I am happy to extend these greetings on their behalf as well as on behalf of the Government.

I know that they will follow with interest and concern not only the meetings of this Governing Body, but also the progress of the International Labour Office in all its activities.

As you are all aware, our Prime Minister has been a pioneer in the development of social measures in the Dominion of Canada. He was our first Deputy Minister and 37 years ago he became Minister of Labour.

His contribution to the welfare of the working men and women and his unfailing support of labour organizations is a matter of public record in this Dominion.

In his book "Industry and Humanity", written over a generation ago, one can read the

unfolding pattern of the advancement of social legislation in Canada which has been an example to other forward looking countries. Its pages reflect a practical approach to the problems of industry by a great humanitarian.

Speaking for myself as Minister of Labour, I wish to add my welcome to the members of the Governing Body assembled in this historic and ancient capital of Canada which has been the scene of many gatherings of world-wide importance. It was here that the planning took place which led to the crushing of fascism in Europe and, we all hope, the speedy destruction of its counterpart in the Pacific.

At Philadelphia last year I made this observation. "Let us clearly understand that our primary duty is the destruction of the greatest menace that has ever confronted mankind. No other consideration must stand in the way."

With the inevitable completion of the final phase in the Pacific, the task will be well done. I do hope that we will show better judgment than at the conclusion of the last war and that co-operation on behalf of the United Nations will insure peace for generations to come. In this regard we must make sure that the courageous men who made victory possible will be charged by their respective peoples with carrying out the policies which will lead to world stabilization and progress.

The I.L.O. has had 25 years' experience in handling international gatherings and has a

staff of trained personnel of many nationalities. This experience should be drawn upon by the other international bodies at present being set up to meet the problems which are ahead.

The Canadian delegation at Philadelphia last year, along with others, suggested that in taking on of new staff consideration should be given to men who had fought with the Armed Forces of the United Nations.

I am very glad to learn that yesterday the Governing Body of the I.L.O. unanimously agreed on this policy. It is in line with the established practice of the Canadian Government, giving recognition to the men and women who made possible the maintenance of freedom for coming generations.

I have never been one who has avoided harsh facts. I have always stressed the necessity for dealing with stark realities. I would be the last to suggest, therefore, that our course in the next few years will be easy.

The contribution made by the I.L.O. has been the best of the machinery which was set up following the first great war. I am confident that this Body has an important and permanent place in the world when the present struggle finally ends. I wish you the fullest measure of success in your deliberations and will watch with interest, as an ardent supporter of the I.L.O. since its inception, the outcome of this vital gathering of the Governing Body.

Statement by Mr. Arthur MacNamara

Declaring that Canada had made progress towards the goal of full employment set forth in the Philadelphia Declaration adopted by the I.L.O. in 1944, Mr. Arthur MacNamara outlined the White Paper containing Canada's policy for the initial period of reconstruction recently presented to Parliament. He said:

In our White Paper the Government formally announces as a primary object of policy the maintenance of a "high and stable level of employment and income." Our goal is total employment somewhat below the abnormally high wartime level, but considerably in excess of the pre-war level, the actual estimate being about a million jobs more than in 1939.

The Paper classifies the forms of spending which produce remunerative employment as follows: (1) export trade; (2) private investment in plant, equipment, and other capital goods; (3) consumer expenditures; and (4) government expenditures.

In analyzing plans for stimulating expenditure in each of these four categories, the

Paper makes it clear that the Government expects employment to be provided primarily by private business.

In regard to the first category of spending, export trade, the Government will support every possible form of international co-operation, looking to the improvement of world trade and international prosperity. We support the Bretton Woods agreement, and we look to the reciprocal reduction of trade barriers. The Prime Minister is today in San Francisco for the purpose of committing Canada to give full support to the new United Nations Charter.

In regard to category 2, private investment from within the country, we anticipate no immediate difficulty. There is a tremendous backlog of capital expenditure to be made and while safeguarding against an inflationary boom, we will do everything possible to speed up reconversion. Our wartime restrictive tax policy will be replaced by a policy designed to encourage investment. Our Industrial Development Bank will assist

small and new enterprises. We are also anticipating and encouraging great expansion in housing.

Policies for the stimulation of consumer expenditure (category 3) will not be appropriate in the immediate post-war period, since the danger is that spending by civilians may tend to out-run our capacity to produce goods and services. Our concern will be to see that the backlog of consumer demand leads to increased production and not to sharply rising prices.

However, measures are required to offset dislocations affecting individuals in the transition period and in this connection we have such social security provisions as unemployment insurance and family allowance. We also have veterans' benefits which compare favourably with any in the world, while price support acts will aid our farming and fisheries industries.

Dislocations affecting whole communities, caused by the cancellation of war contracts, will be met by special and rapid attention to housing and public works in the areas concerned.

Further social security measures such as contributory old age pensions and health insurance will help in the future to stabilize consumer income and expenditure and are part of the Government's program.

The proposals in regard to government expenditure, the final category of spending, are perhaps the most interesting in the Paper.

We intend to follow the policy—for which there is as yet no working model in any

country—of varying government expenditure so as to compensate for fluctuations in private spending. To this end the Dominion will seek provincial and municipal co-operation in accumulating a "shelf" of employment-giving public works projects. Supplementing this will be a policy of public investment in natural resources, which, we expect, will induce private investment and not supplant it.

In regard to fiscal policy, the Government will be prepared to incur deficits—either through increased spending or through reduced taxation—in periods when unemployment threatens. These deficits will be made up in periods of buoyant employment and income.

These are merely the highlights of our White Paper. It mentions the need for a high degree of mobility of labour and, since it affects my own department, I might add that the Paper pays attention also to the importance of our National Employment Service and of our training program.

Mr. MacNamara then dealt briefly with wartime manpower controls in Canada. These controls would rapidly become a thing of the past, and the employment offices which had exercised direction would give service as free employment offices "out of which will be built—we are determined—an employment service which will compare favourably with any in the world." He expressed belief that employers and employees would willingly use the offices because of the efficient service that would be given. An accurate and complete record would be maintained of applicants for employment, vacancies and placements.

Decisions Of National War Labour Board

DURING the month of June, the National War Labour Board issued decisions in the following cases:—

Duclos and Payan, Limited, and Le Syndicat National des tanneurs et corroyeurs de St. Hyacinthe, Inc.

Eastern Furniture, Limited, J. W. Kilgour and Bro., Limited, Montmagny Furniture Limited, and Edouard Ouellet, Limitée, and Les syndicats nationaux catholiques des travailleurs du meuble de Victoriaville, Coaticook, Montmagny and Daveluyville, P.Q.

National Steel Car Corporation, Limited, and United Steelworkers of America, Local 2352.

Canadian Liquid Air Company, Limited, Vancouver, B.C., and Boilermakers and Iron Shipbuilders Union of Canada, Local No. 1.

The Bell Thread Company, Limited, Hamilton, Ont., and the Canadian Thread Makers' Union.

Modern Tool Works, Limited, Toronto, Ont. H. R. Crockett, Limited, Summerside, P.E.I.

Dominion Steel and Coal Corporation and United Steelworkers of America, Local 1064.

Twentieth Century-Fox Corporation, Toronto, Ont.

Courtaulds (Canada) Limited, Cornwall, Ont.

Canada Packers, Limited.

Northern Public Service Corporation and Winnipeg Heating Company, Limited, and the Winnipeg Central Labour Council—One Big Union.

Prince Albert Manufacturing Company, Limited, and Prince Albert Woodworkers' Union.

Regina Sash and Door Company, Limited, and National Union of Woodworkers, Local No. 7.

Modern Packers, Limited, and Montreal Packing Plant Employees' Federal Union, Local 66.

Burrard Dry Dock Company, Limited, North Vancouver, B.C., and Sheet Metal Workers' International Association, Local 280.

Canadian Industries, Limited (Windsor Works), and United Automobile Workers of America, Local 195.

Re: Duclos and Payan, Limited, and Le Syndicat National des tanneurs et corroyeurs de St-Hyacinthe, Inc.

Reasons for Decision

An appeal by the Company from a decision of the Regional Board for Quebec dated January 16, 1945, directing a general hourly increase of 5 cents to employees in its division manufacturing shoe counters. The increase was ordered effective from the date of the union's original application, namely February 10, 1944.

In substance, the Company's argument is that it is now paying the rates prescribed by provincial minimum wage ordinance No. 7 governing this industry plus the mandatory cost of living bonus, and that the increase will place it at a disadvantage in competition with other counter manufacturers. We share the view of the Regional Board in respect to this contention and we are of the opinion that minimum rates, because they are established by provincial law, are not thereby placed out-

side of enquiry as to whether there exists a "gross inequality or a gross injustice" within the meaning of section 20 (1) (a) of P.C. 9384. The Regional Board for Quebec was cognizant of all the relevant facts pertaining to the industry and we are not prepared to say that the increase was not justified under the Order.

With respect to the question of retroactivity, it does not seem to us that the decision should go back to February 10, 1944. An examination of the proceedings below reveals that the original application was not supported by the necessary details and that it was not completed until sometime in August, 1944, after the Union had been certified as the bargaining agency. Our conclusion is that the increase should be effective from September 1, 1944. Except as to this, the appeal should be dismissed.

June 1, 1945.

**Re: Eastern Furniture, Limited, J. W. Kilgour and Bro. Limited,
Montmagny Furniture, Limited, and Edouard Ouellet, Limitée, and
Les syndicats nationaux catholiques des travailleurs du meuble
de Victoriaville, Coaticook, Montmagny and Daveluyville, P.Q.**

Reasons for Decision

These four appeals were heard together and are from decisions of the Regional Board for the province of Quebec dated October 24, 1944 directing a general hourly increase of 2½ cents to production employees of the appellant-companies, except in the case of the Kilgour Company's plant in Coaticook where the increase was 3 cents. The question of vacations with pay which figured in the proceedings below is not in dispute in this appeal. Leave to appeal was granted by the Regional Board.

The argument for the appellants centred largely on the contention that the Furniture Manufacturers' Association and La Fédération Nationale Catholique du Meuble were negotiating certain amendments to the decree relating to the furniture industry following certification under the provisions of the Labour Relations Act (S.R.Q. 1941, chapter 162A), and that the Regional Board's decisions should not have been made while these discussions were taking place.

The discussions referred to may eventually bring about modifications in the minimum rates of wages prescribed by the decree if the necessary statutory steps are taken under the Collective Agreement Act (S.R.Q. 1941, chapter 163), and the provincial authorities pass the required order in council. But, while the

Wartime Wages Control Order (P.C. 9384) is in effect, the provisions of that Order must be complied with and they are in a sense paramount in respect of wage matters. Section 11 of the Quebec Labour Relations Act does, it is true, impose upon associations recognized by the Labour Relations Board the duty to negotiate under certain conditions "for the purpose of making a collective labour Agreement", but, while present wage control is in effect, a wage increase is one term of a proposed agreement concerning which parties need not negotiate, without, it seems to us, violating the spirit of the provincial statute.

As to the increases themselves, we come to the conclusion that the Regional Board's decisions should be upheld, subject to the following:

(1) the increase in the case of the Kilgour Company shall be 2½ cents per hour, no reason having been given for the larger increase directed by the Regional Board;

(2) the decisions shall respectively be retroactive to the date upon which the syndicate was recognized by the Quebec Labour Relations Board as representing the employees, or the date of the application to the Regional Board, whichever is the later.

Otherwise, the appeals are dismissed.

June 6, 1945.

**Re: National Steel Car Corporation, Limited, and United Steelworkers
of America, Local 2352**

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for the Province of Ontario, dated February 26, 1945, by which the said Board directed an increase in wage rates for female heaters and stickers from 47½ cents per hour to 50 cents per hour while working on day work rates. The appellant Union asks that the rates be 59½ cents per hour—the same rates as are paid to male heaters and stickers while on day work rates.

For about one week every two months during the changeover from one order to another piece-work rates are suspended and day rates are paid. The argument before us had to do

mainly with the question as to whether during this changeover period the female heaters and stickers did the same amount and type of work as the male heaters and stickers.

The Regional Board had the benefit of a report from a special investigator as to the facts in dispute and apparently adopted it. We are of the opinion under these circumstances that the Regional Board correctly appreciated the facts and the application of the governing order and that its decision should not be disturbed.

The appeal, therefore, will be dismissed and Finding and Direction will issue accordingly.

June 8, 1945

Re: Canadian Liquid Air Company, Limited, Vancouver, B.C., and Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1.

Reasons for Decision

The Union appeals from a decision of the Regional Board for British Columbia dated January 22, 1945, refusing to allow the following request for premium pay for off-shift work:

- (1) Nine hours pay for 7½ hours work on the second shift;
- (2) Nine hours pay for 7 hours work on the third shift.

The system of bonus hours for off-shift work was first introduced, by Order in Council P.C. 3636 of May 1, 1942, to meet special conditions existing in the Pacific Coast shipyards. According to the information contained in the

Union's brief, it would seem that the practice was extended by the Regional Board to certain other employees whose operations through sub-contracts had presumably become shipyard operations. Although at the moment a large proportion of the products manufactured by the respondent are used in shipbuilding, the Company cannot be said to be engaged in shipbuilding.

In any event our view is that this system of bonusing off-shift work does not prevail in industry generally, and we are in agreement with the decision of the Regional Board.

June 14, 1945.

Re: The Bell Thread Company, Limited, Hamilton, Ont., and the Canadian Thread Makers' Union.

Reasons for Decision

This is an appeal by the Union from a Finding and Direction of the Ontario Regional Board dated February 19, 1945, leave to appeal having been granted by that Board.

The application was for a general wage increase of 10 cents per hour, overtime pay, a bonus for night work and an extended holidays with pay plan.

Following a hearing and presentation of all relevant information with respect to the company's classifications and wage rates as compared with those prevailing in comparable firms, the Regional Board increased the rate for firemen or fourth class engineers, but found that there was no case of a "gross inequality or gross injustice" existing upon which a deci-

sion could be founded granting a general wage increase. Overtime pay at time and one-half was directed for work after 48 hours in the week and penalty pay at the same rate for work performed on Sundays, and the six wartime statutory holidays.

On this appeal, the Union stresses that the rate for certain employees in the dye house, others doing maintenance work and other individual employees should have been increased. We have examined all of the material filed with this Board and with the Regional Board, and have come to the conclusion that it has not been shown that the decision under appeal should be modified.

The appeal is, therefore, dismissed.

June 14, 1945.

Re: Modern Tool Works, Limited, Toronto, Ont.

Reasons for Decision

This is an appeal from the Ontario Regional Board who, by decision dated March 26, 1945, refused to authorize an increase in the wage rate for the Company's "Chief Electrician" from \$1 to \$1.20 per hour. The present rate of \$1 was established pursuant to a Finding and Direction of the said Regional Board for Journeymen Electricians. The Company represents that most of this employee's time is spent on wiring of the various types of machinery designed and built by the Company and that his qualifications are higher than those

of ordinary maintenance or journeymen electricians.

On the strength of the representations made to this Board by the Company as to the nature of the work performed by the employee classified as "Chief Electrician", we are of the opinion that the increase asked for should have been allowed, and we therefore approve the rate of \$1.20 per hour for the occupational classification of "Chief Electrician" from the date of application, namely, September 1, 1944.

June 14, 1945.

Re: H. R. Crockett, Limited, Summerside, P.E.I.*Reasons for Decision*

This is an appeal from a decision of the Regional War Labour Board for Prince Edward Island dated March 8, 1945, whereby that Board refused an application for permission to increase the wage rates of its Manager and Salesman from \$2,107 to \$2,800 per year.

The Regional Board having found that there was no gross inequality or gross injustice existing in the present rates, and having exercised its discretion in the matter, we must conclude that there is no evidence of a positive character that that discretion was wrongly exercised.

The appeal must therefore be dismissed.

June 14, 1945.

Re: Dominion Steel and Coal Corporation and United Steel Workers of America, Local 1064*Reasons for Decision*

This is an appeal from the decision of the Regional War Labour Board of Nova Scotia refusing the application by the Union in which it sought the following:

- (1) A minimum rate of 55 cents per hour, exclusive of cost of living bonus, to all eight-hour employees over 18 years of age being paid hourly, tonnage or piece-work rates, or a combination of such rates, which result in present earnings of 50 to 51 cents per hour, exclusive of cost of living bonus;
- (2) Increases of 4 cents per hour to all other eight-hour employees over 18 years of age and similarly paid;
- (3) Corresponding increases to all other employees working shifts of more than 8 hours;
- (4) All increases to be retroactive to June 26, 1943.

The application was dated April 26, 1944, and was heard by the said Regional War Labour Board on the 19th day of June, 1944, and the 13th day of November, 1944. Arguments at great length and in great detail were presented to the said Regional War Labour Board, both for and against the said application, and this Board is satisfied that the said Regional War Labour Board gave careful study and close scrutiny to all phases of the said application and to the arguments of both employer and employees.

On behalf of the Union it was urged that inasmuch as pursuant to Order in Council P.C. 689 a common basic wage rate of pay was established for the employees of the Algoma Steel Corporation, Limited, and Dominion Steel and Coal Corporation, therefore, the employees of Dominion Steel and Coal Corporation were entitled to have their basic wage rates further increased by the same amounts as those awarded by the Regional War Labour Board of Ontario to the employees of Algoma Steel Corporation, Limited, on the 31st day of March, 1944. With respect to this argument, this Board points out, first, that the decision, the subject of this appeal, was made pursuant to the provisions of Order in Council,

P.C. 9384. The action taken by the Government, under Order in Council P.C. 689, with respect to the two Companies above named, was not a wage control measure, and this Board does not admit that the action of the Government, as expressed in that Order in Council, established for War Labour Boards a principle or a procedure which should necessarily be followed in the administration of the Wage Control Orders. Order in Council P.C. 689 enunciated certain policy and procedure for its special and particular purposes. It did not establish a policy of wage rate equalization which Regional or National War Labour Boards are required to follow in administering the various Wage Control Orders in force from time to time.

In this connection it should be noted also that the further increase in the basic wage rates of certain employees of Algoma Steel Corporation, Limited, as directed by the said Regional War Labour Board of Ontario on the 31st of March, 1944, was granted pursuant to Order in Council, P.C. 5963, and presumably after comparisons had been made with the wage rates being paid by the Steel Company of Canada at Hamilton, Ontario. It should be noted further that notwithstanding the procedure available to the said Company enabling it to appeal from the said decision of the said Regional War Labour Board for Ontario, the said Company neglected to exercise its right of appeal, and that, therefore, the said further increase in the basic wage rates of the employees of the said Algoma Steel Corporation was not on any occasion reviewed by this Board.

In the administration of wage control, both under Orders in Council, P.C. 5963 and P.C. 9384, this Board does not subscribe to the doctrine that of necessity wage rates should be equalized or standardized. The fact that one Regional War Labour Board directs an increase in wage rates does not necessarily justify a Regional War Labour Board in another province in directing a similar increase. The fact that wage rates in an industry may not be

uniform, or have not been equalized in all sections of Canada, does not, in itself, indicate a gross inequality or gross injustice within the meaning of the Order in Council.

The Regional War Labour Board for Nova Scotia decided that the employees had not established the existence of any gross inequal-

ity or gross injustice requiring rectification, and, therefore, dismissed the application. No evidence was produced before this Board on the hearing of the appeal to indicate that the decision of the said Regional War Labour Board should be disturbed. This appeal is, therefore, dismissed.
June 14, 1945.

Re: Twentieth Century-Fox Corporation, Toronto, Ont.

Reasons for Decision

This company applied to the Regional War Labour Board for Ontario for permission to establish a rate of \$75 per week for the new occupational classification of "press agent" and was granted a rate of \$60 per week. By leave of the Regional Board, the company now appeals to this Board from the decision of the Ontario Board dated March 22, 1945.

We first find that the duties described for this new classification are not of an executive character and that the incumbent is not above the rank of a foreman.

The powers of a war labour board to deal with an application of this kind are set out in section 20 (1) (c) (ii) of the Wartime Wages Control Order, 1943 (P.C. 9384) reading as follows:

20. (1) The National Board may . . .
(c) authorize or direct an employer . . .
(ii) to establish a single rate or range for a new occupational classifica-

tion of his employees in respect of which section seventeen of this Order is applicable . . . in such manner or at such rate or range as in the opinion of the National Board is fair and reasonable and is consistent with and will give effect to the purposes of this Order, having regard to all the circumstances deemed by it, in its discretion, to be material.

A guiding circumstance which should govern the determination of this application is the rate paid to the occupational classification by other moving picture distributing offices in Toronto. On the basis of what this Board has found to be the rate being paid by comparable firms, we conclude that the appeal should be allowed and the rate of \$75 approved, effective from the date of the original application namely October 17, 1944.

Finding and Direction accordingly.

June 14, 1945.

Re: Courtaulds (Canada) Limited, Cornwall, Ont.

Reasons for Decision

This is an appeal from Finding and Direction of Regional War Labour Board for Ontario dated March 27, 1945, in respect of an application by the Company "requesting adjustment in maximum wage rates for classifications of office and salaried personnel". The application to the Ontario Board was for approval of rates for thirty-four occupational classifications, and the Board approved rates for twenty-six classifications some at lower maximum figures than requested. The appeal is in respect of wage rates for eight classifications for which no adjustments were authorized by the Ontario Board and for four of the classifications for which certain maximum rates were authorized.

In the discussion of the appeal with representatives of the Company it developed that for a number of the occupational classifications involved the application to the Ontario Board had requested maximum wage rates higher than the Company intended to pay immediately. Had the Company in its application requested authority for payment only of maximum wage rates which it intended to make effective immediately it is possible such wage rates would have received approval, but in the

circumstances the Regional Board's disallowance of certain of the wage rates as requested was fully warranted under the provisions of Section 20 (1) Wartime Wages Control Order, 1943, P.C. 9384.

After discussion with representatives of the Company of all the conditions involved, and being informed of the materially increased duties and responsibilities under wartime conditions of employees in the various occupational classifications covered by the appeal, the relationship of wage rates now proposed for the occupational classifications involved to authorized wage rates of other of the Company's occupational classifications of lesser qualifications and responsibilities, the overtime work required for which no pay is allowed in addition to monthly wage rates, and the wage rates established in the same locality for substantially similar occupational classifications of other employers, this Board is of the opinion that it would be within the provisions of the Wartime Wages Control Order, 1943, P.C. 9384, to authorize the Company to make effective not earlier than January 12, 1945, wage rates for the occupational classifications covered by the appeal as set out in the Finding and Direction to be issued pursuant hereto.

June 13, 1945.

Re: Canada Packers, Limited

Reasons for Decision

An appeal from four decisions of the Regional Board for Saskatchewan dated February 27, February 28, March 2 and March 14, 1945.

The appellant-company operated four branches in the province of Saskatchewan at Regina, Moose Jaw, Saskatoon and Prince Albert where poultry, eggs and various produce were gathered, graded, packed and distributed. These branches are under the executive supervision of a sales manager in the company's packing plant located at St. Boniface, Manitoba. Prior to November 15, 1941, the practice had been to send from the branches buyers and graders to the various country points in the province and casual labour was engaged locally for packing, etc.

In February, 1944, the Company began the establishment of sub-branches at these country points with permanent employees working in some cases in premises newly constructed or acquired by the Company. These employees were very often trained in one of the branch offices. Each sub-branch is under the immediate direction of one of the branches. As of March, 1945, there were 54 employees distributed among 25 of these small offices where produce is received, graded, etc.

The Company did not consider that any authorization from the Regional Board was necessary; it felt that inasmuch as the rates paid were within duly established ranges for similar occupational classifications in its

employ, there was no further requirement under the Wartime Wages Control Order (P.C. 9334).

The Regional Board took a different view and found that there had been a violation of section 17 of the Order which imposes upon an employer the obligation of obtaining from the Board approval of rates paid to employees "in any establishment in which, or at any site of operations at which, the employer commenced operations after" the coming into effect of wage control. The Regional Board authorized the rates from February 1, 1945, and as a consequence the wages paid to these employees prior to February 1, 1945, will be disallowed as an abnormal expense pursuant to section 39 of the Wages Control Order.

We have had the advantage on this appeal of a very full and elaborate brief giving in detail the history and method of the Company's operations. From this information, which was not available to the Regional Board, there is no doubt that the Company operated throughout the whole of the province before wage control came into effect and, in our opinion, the sub-branches are not in the special circumstances of this case, new establishments or new sites of operations within the meaning of section 17.

The appeal should be allowed and the two small adjustments mentioned in the brief should be authorized from February 1, 1944.

June 6, 1945.

Re: Northern Public Service Corporation and Winnipeg Heating Company, Limited, and the Winnipeg Central Labour Council—One Big Union

Reasons for Decision

This is an appeal by the Companies from a decision of the Manitoba Board dated March 1, 1945, directing payment of wage increases ranging from 3 to 8 cents for hourly rated employees and of \$15 per month for monthly rated employees. Leave to appeal was granted by the Regional Board.

The companies supply a heating service to commercial and domestic users. On a comparison of rates paid to similar classifications employed by public utilities in the City of Winnipeg, the Regional Board ordered the said increases. The employers having pleaded their financial inability to pay the increases, the Regional Board gave the parties leave to return to the Regional Board, after disposition of this appeal, presumably to make representations in respect of steps to be taken to obtain

relief by way of either subsidy or increased service charges.

The Wartime Wages Control Order places upon a war labour board the duty to take into account an employer's ability to pay increased wage rates.

We have examined the financial statements for the last four years' operations and we find that, although full provision has not been made for either depreciation or interest on capital indebtedness, losses are shown in each year. It is manifest that unless the companies' rates for the heating service are increased to the customers or some other form of financial relief is provided, the companies would be unable to pay the higher wages without further impairing their financial position to the extent of about \$14,000 per year. In our opinion the

employers have made out a case of inability to pay.

Having in mind section 20 (2) of the Order, and economic stabilization which is the paramount purpose of the legislation under which

this Board and the Regional Boards have been created, we have no alternative but to allow the appeal and revoke the said Finding and Direction dated March 1, 1945.

June 6, 1945.

Re: Prince Albert Manufacturing Company, Limited, and Prince Albert Woodworkers' Union

Reasons for Decision

The Union appeals from a decision of the Regional War Labour Board for Saskatchewan dated February 5, 1945 refusing, except as to two classifications, its application for an increase in wage rates and for the establishment of new occupational classifications and wage rates therefor, on the ground that the existing wage rates were not shown to be "grossly unjust". No reason was given for refusing that part of the application which requested the establishment of new classifications. Leave to appeal was granted by the Regional Board.

The application was founded upon a finding and direction issued on March 29, 1944 by the Manitoba Regional Board for certain sash and door manufacturers located at Winnipeg. The Saskatchewan Board took the view that the Winnipeg rates were not properly comparable rates and could not be used as a reason for increasing the rates paid in the sash, door and millwork industry in Saskatchewan. With that view, we would not interfere.

However, since the Regional Board's decision, the whole matter of wage rates and standard job classifications and descriptions has been taken up by the Western Canada Sash & Door Association on behalf of its Saskatchewan members, including the respondent company which is now willing to agree to certain wage adjustments provided its competitive position in the industry is maintained. We are informed that applications in respect of other employers are pending before the Saskatchewan Board who now have the benefit of the submissions made by the Association on these various matters and also on the financial aspects of the wage problem. We should like to be as helpful as possible to the parties and with that in mind, this Board now approves of the job descriptions and schedule of occupational classifications submitted by the Association with leave to either of the parties, or both in joint application, to submit a fresh request to the Regional Board for wage rates, subject to the right of appeal to this Board.

June 14, 1945.

Re: Regina Sash and Door Company, Limited, and National Union of Woodworkers, Local No. 7.

Reasons for Decision

The Union appeals from a decision of the Regional War Labour Board for Saskatchewan dated January 8, 1945 refusing its application for an increase in wage rates and for the establishment of new occupational classifications and wage rates therefor, on the ground that the existing wage rates were not shown to be "grossly unjust". No reason was given for refusing that part of the application which requested the establishment of new classifications. Leave to appeal was granted by the Regional Board.

The application was founded upon a finding and direction issued on March 29, 1944 by the Manitoba Regional Board for certain sash and door manufacturers located at Winnipeg. The Saskatchewan Board took the view that the Winnipeg rates were not properly comparable rates and could not be used as a reason for increasing the rates paid in the sash, door and millwork industry in Saskatchewan. With that view, we would not interfere.

However, since the Regional Board's decision, the whole matter of wage rates and standard job classifications and descriptions has been taken up by the Western Canada Sash & Door Association on behalf of its Saskatchewan members, including the respondent company which is now willing to agree to certain wage adjustments provided its competitive position in the industry is maintained. We are informed that applications in respect of other employers are pending before the Saskatchewan Board who now have the benefit of the submissions made by the Association on these various matters and also on the financial aspects of the wage problem. We should like to be as helpful as possible to the parties and with that in mind, this Board now approves of the job descriptions and schedule of occupational classifications submitted by the Association with leave to either of the parties, or both in joint application, to submit a fresh request to the Regional Board for wage rates, subject to the right of appeal to this Board.

June 14, 1945.

Re: Modern Packers Limited and Montreal Packing Plant Employees' Federal Union, Local 66.

Reasons for Decision

This is an appeal by the company from a decision of the Quebec Regional War Labour Board dated February 27, 1945 fixing a base labour rate of 57 cents retroactive to the date of the Union's application, June 22, 1944. Leave to appeal was granted by the Regional Board.

The Union's original application covered a number of packing and processing plants located in the Province of Quebec, some of which are equipped with slaughtering facilities while others, including the appellant's plant, are not. The application was for a general upward revision of wage rates for the numerous classifications found in the meat-packing industry. There was a series of conferences between the employers and the Union, attended by a representative of the Regional Board who finally adopted a 57-cent base labour rate for all plants located in Montreal. That rate has not been appealed from, except in this case.

The finding and direction now under appeal was in the nature of a preliminary decision only, because after determining the labour rate, it contains the following:—

In regard to the rates for the other classifications, the Regional Board requests that a study be made by a Shop Committee, and the Representatives of the Employers, in order to determine the individual salary rates in all the other classifications, or for the other employees concerned, after which,

the Board will consider the wage schedule decided upon by both parties, in order to arrive at a final decision—as a whole.

The appellant-company argues that its operations are not at all comparable to those of the larger, more mechanized plants of Canada Packers Limited, Swift Canadian Company Limited, etc. who have a killing floor and where, it is said, labour is more arduous and the classifications more specialized. It is also alleged that the employees of this company are very often successively engaged on many types of work.

It will be noted that the Regional Board's decision leaves to the Union and the Company a job of wage evaluation founded on the base rates of 57 cents for labour (presumably, male) which now prevails in the larger plants. It is now up to the parties to prepare a list of rates, covering the various classifications and operations in this plant, turning upon this base rate for the type of labour which is now receiving it in the larger plants. In many cases the rate may have to be what has been referred to during the hearing as a "composite rate".

We are of opinion that the Regional Board gave careful consideration to the submissions made by the Company and, through its representative, carefully investigated all the factors involved, and we, therefore, feel that their decision should not be disturbed.

June 18, 1945.

Re: Burrard Dry Dock Company, Limited, North Vancouver, B.C., and Sheet Metal Workers' International Association, Local 280.

Reasons for Decision

An application by the union for an 18-cent wage rate increase, from \$1 to \$1.18 per hour, for journeymen sheet metal workers employed in the company's shipyard, with a corresponding increase to chargehands and assistant foremen.

In September, 1939 these journeymen enjoyed a differential over machinists, plumbers and steamfitters of 10½ cents per hour. As a result of the report of a Board of Conciliation dated May 2, 1940, the basic rates of all journeymen in the metal trades employed by the Company were equalized at 90 cents per hour. Subsequently, with the addition of the full cost of living bonus, the present rate of \$1 was established. In 1941 the electricians received a 10-cent differential above other journeymen. In August, 1942, the Richards Commission adopted the

90-cent rate for the metal trades and joint applications, including that of the applicant union, were made to this Board to confirm the said rate. The rates paid to all journeymen, with the exception of the electricians, have continued on the same basis since that time.

The Union argues strongly,—and this is the basis of its application, that sheet metal workers employed by contract shops and building contractors in Vancouver receive \$1.18 per hour and that this differential should be removed or, at least, be narrowed. This Company is the only shipyard operator in the district equipped with a sheet metal department of its own.

It must be noted that the differential between sheet metal workers employed by this company and those employed by contractors outside is one of long standing. In

1941, when the basic rate in the shipyard was 90 cents, the rate outside was \$1.07½.

Having regard to the foregoing facts, it is impossible to determine that there exists in the rate under consideration a "gross

inequality or gross injustice" which calls for rectification by this Board.

The application must be dismissed.

June 18, 1945.

Re: Canadian Industries, Limited (Windsor Works), and United Automobile Workers of America, Local 195.

Reasons for Decision

This is an appeal by the Union from a decision of the Ontario Board dated November 17, 1944 in so far as said decision:—

- (1) approved for certain classifications a rate schedule based on job evaluation instead of the schedule proposed by the Union;
- (2) directed payment of a 3-cent differential, instead of 5 cents, for a female group leader;
- (3) refused approval of the 5-cent per hour off-shift premium proposed by both Company and Union.

The Company undertook an exhaustive job survey and applied for approval of the resulting schedule. The Union does not contest the majority of the new rates, and we have come to the conclusion that the

Regional Board's finding and direction with respect to item (1) above should be sustained, because it has not been demonstrated that the rates objected to are not in keeping with the general result of the evaluation.

As to item (2), there is one female group leader in the plant supervising women performing what is normally female work. There is no reason why the differential in favour of male supervisors should necessarily be paid to this employee.

We are not prepared to deal now with the off-shift premium and on that point our decision will be reserved.

The appeal is dismissed as to items (1) and (2) above.

June 19, 1945.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

The articles on strikes and lockouts, formerly included in this section, may be found elsewhere in this issue.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days' during the month of June. During this period the Board received seven applications, held two hearings, issued six certificates designating bargaining representatives, and rejected one application.

Certificates Issued

1. *Seafarers' International Union of North America (A.F. of L.) and British Columbia Coast Steamship Service, Canadian Pacific Railway Company, Vancouver, B.C.* (L.G. April, 1945, page 479). Following an investigation of the application and a representation vote the union and Messrs. H. Murphy, J. Scotland, E. Markey and D. Joyce were certified as bargaining representatives for employees engaged as unlicensed personnel in the deck and engine room departments of the vessels, tugs and barges operated by the British

Columbia Coast Steamship Service, Canadian Pacific Railway Company, Victoria, B.C.

2. *Royal City Waterfront Workers Association, International Longshoremen's and Warehousemen's Union, Local 502 and Empire Stevedoring Company Limited, New Westminster, B.C.* (L.G. June, 1945, p. 829). The Union and Messrs. C. C. Lavery and C. P. Latham were certified as bargaining representatives for the longshoremen employed by the Empire Stevedoring Company of Canada Limited, New Westminster, B.C. Foremen were excluded from the bargaining unit. Certification followed an investigation of the application by an Officer of the Board.

3. *Royal City Waterfront Workers Association, International Longshoremen's and Warehousemen's Union, Local 502 and Consolidated Mining and Smelting Company of Canada Limited, New Westminster, B.C.* (L.G. June, 1945, p. 829). Following an investigation of

the application by an Officer of the Board, the Board certified the union and Messrs. C. C. Lavery and C. P. Latham as bargaining representatives for longshoremen employed by the Consolidated Mining and Smelting Company of Canada Limited, New Westminster, B.C. Foremen were excluded from the bargaining unit.

4. *Royal City Waterfront Workers Association, International Longshoremen's and Warehousemen's Union, Local 502 and Canadian Stevedoring Company Limited, New Westminster, B.C.* (L.G. June, 1945, p. 830). The Union and Messrs. C. C. Lavery and C. P. Latham were certified as bargaining representatives for the longshoremen employed in New Westminster, B.C., by the Canadian Stevedoring Company Limited, Vancouver, B.C. Foremen were excluded from the bargaining unit. Certification followed an investigation of the application by an Officer of the Board.

5. *Canadian Radio Officers Association, Pacific District, Local No. 4, and Park Steamship Company Limited, Vancouver, B.C.* (L.G. June, 1945, p. 830). Following an investigation of the application by an Officer of the Board, the union and Messrs. J. H. Holmes and D. A. MacLeod were certified as bargaining representatives for the radio officers employed on dry cargo vessels operated from Pacific coast ports by the Park Steamship Company Limited, Vancouver, B.C. The chief radio officers were excluded from the bargaining unit.

6. *International Longshoremen's Association, Local 163 and ten shipping companies presently represented by the Shipping Federation of British Columbia, Vancouver, B.C.* (L.G. May, 1945, p. 665). The union and Messrs. James Darwood and R. McBeath were certified as bargaining representatives for the longshoremen employed by the Border Line Transportation Company; Packers Steamship Company Limited; Union Steamships Limited; B.C. Coast Steamship Service, (C.P.R.); Canadian National Steamships; Frank Waterhouse and Company of Canada, Limited; Coastwise Pier Limited; B.C. Steamships Limited; Bervin Steamship Company; Coastwise Steamship and Barge Company, Limited; presently represented by the Shipping Federation of British Columbia, Vancouver, B.C., loading and unloading or handling cargoes to and from coastwise ships, scows and barges in the Vancouver, B.C., area. Certification followed an investiga-

tion of the application by an Officer of the Board.

Application for Certification Rejected

1. *Royal City Waterfront Workers Association, International Longshoremen's and Warehousemen's Union, Local 502 and Victoria and Vancouver Stevedoring Company Limited, New Westminster, B.C.* L.G. June, 1945, p. 829). Following an investigation of the application by an Officer of the Board, the Board rejected the application for the reason that the Company concerned presently has no employees at New Westminster, B.C.

Application for Certification Under Investigation

(1) Canadian Seamen's Union on behalf of the unlicensed personnel in the engine room, deck and stewards departments of vessels operated by the Island Tug and Barge Company Limited, Vancouver, B.C.

(2) Canadian Seamen's Union on behalf of the unlicensed crew members of the deck, engine room and stewards departments of vessels operated by the Vancouver Tug and Barge Company Limited, Vancouver, B.C.

(3) Canadian Brotherhood of Railway Employees and Other Transport Workers Div. 199 on behalf of scowmen, carpenters, scow foremen, carpenter foremen, and tug boat crews, including mates, tug hands, engineers, firemen, cooks, captains and machinists of the Canadian National Railways, Moncton, N.B.

(4) Seafarer's International Union of North America, Vancouver Branch, Pacific District (A.F. of L.) on behalf of the unlicensed personnel in the deck department on boats operated by Vancouver Tug Boat Company Limited, Vancouver, B.C.

(5) Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of the "grain door gang", consisting of foreman, leading hand and labourers of the Canadian National Railways, Vancouver, B.C.

(6) Canadian Seamen's Union, Pacific District, on behalf of the unlicensed personnel of deck, engine room and stewards department on vessels operated by the Pacific Coyle Navigation Company, Limited, Coal Harbour, Vancouver, B.C.

(7) Canadian Seamen's Union, Pacific Coast District, on behalf of unlicensed personnel in deck, engine room, and stewards department on the Oil Tanker, S.S. *Albertalite* operated by the Imperial Oil Limited, Vancouver, B.C.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiation for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdiction. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is established by the Minister of Labour forthwith. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Board Reports Received

During June reports were received from seven Boards of Conciliation:—

Concerning Dominion Tar and Chemical Company Limited, Montreal, P.Q., and Dominion Tar and Chemical Company Limited Employees Federal Union, Local 173 (T. & L.C. of Canada).

Concerning R.C.A. Victor Co. Ltd., and International Union of Electrical Workers, Local 1028-B.

Concerning Midland Shipyards Ltd., Midland, Ont., and Industrial Union of Marine and Shipbuilding Workers, Local No. 9.

Concerning Dominion Engineering Works Limited, Longueuil, P.Q., and Local 1596, International Association of Machinists.

Concerning American Can Company Ltd., Vancouver, B.C., and Local 2821 United Steelworkers of America.

Concerning Massey-Harris Company Ltd. (Toronto Works), Toronto, Ontario, (Weston Works) Weston, Ontario, and (Verity Street and Market Street Works) Brantford, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

Concerning Federal Wire & Cable Company Limited, Guelph, Ontario, and United Steelworkers of America, Local 3021.

Boards Fully Constituted

During June nine Boards of Conciliation were fully constituted:—

Cockshutt Plow Company Limited, Brantford, Ont.—The Board of Conciliation established to deal with a dispute between Cockshutt Plow Company Limited, Brantford, Ont. and Local 458, United Automobile, Aircraft and Agricultural Implement Workers of America, was fully constituted on June 29, with the appointment of His Honour Judge Egerton Lovering, Toronto, Ont., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. K. C. Berney, Brantford and Mr. Bora Laskin, Toronto, were appointed on the recommendation of the employer and employees respectively.

Canadian Automotive Trim, Limited, Windsor, Ont.—The Board of Conciliation established to deal with a dispute between Canadian Automotive Trim, Limited, Windsor, Ont., and International Union, United Automobile, Aircraft & Agricultural Implement Workers of America, (UAW-CIO) Local 195, was fully constituted on June 27, with the appointment of His Honour Judge E. A. Shaunnassy, Sandwich, Ont., as chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. David M. Brodie, Windsor, Ont. and Mr. Bora Laskin, Toronto, were appointed on the nomination of the employer and employees respectively.

St. Clair Processing Company, Sarnia, Ont.—The Board of Conciliation established to deal with a dispute between St. Clair Processing Company, Sarnia, Ont. and United Gas, Coke and Chemical Workers (C.I.O.) was fully constituted on June 18, with the appointment of His Honour Judge F. H. Barlow, Toronto, as chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. R. A. Carscallen, Wallaceburg, Ont., and Mr. Bora Laskin, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

York Knitting Mills Limited (Knitting Division), Toronto, Ont.—The Board of Conciliation established to deal with a dispute between York Knitting Mills Limited (Knitting Division), Toronto, Ont., and

National Union of Textile Workers, Local No. 4, was fully constituted on June 25, with the appointment of Dr. Alexander Brady, Toronto, as chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. E. Macaulay Dillon, K.C., Toronto, Ontario, and Mr. Lawrence Sefton, Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Guelph Stove Company, Guelph, Ont.—The Board of Conciliation established to deal with a dispute between Guelph Stove Company, Guelph, Ont., and Local 3305, United Steelworkers of America, was fully constituted on June 26, with the appointment of His Honour Judge Ian Macdonell, Toronto, Ont., as chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. E. M. Dillon, Toronto, Ontario and Mr. F. W. Dowling, Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Godfredson Limited, Windsor, Ont.—The Board of Conciliation established to deal with a dispute between Godfredson Limited, Windsor, Ontario and Local 195, International Union, United Automobile, Aircraft & Agricultural Implement Workers of America (UAW-CIO) was fully constituted on June 7, with the appointment of His Honour Judge J. J. Coughlin, Sandwich, Ontario, as chairman of the Board on the joint recommendation of the other two members of the Board. Mr. David M. Brodie, Windsor, Ontario and Mr. Bora Laskin, Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Chrysler Corporation of Canada, Limited, Chatham, Ont.—The Board of Conciliation established to deal with a dispute between Chrysler Corporation of Canada, Limited, Chatham, Ont. and Local 127, International Union, United Automobile Aircraft & Agricultural Implement Workers of America, (UAW-CIO) was fully constituted on June 8, with the appointment of His Honour Judge J. J. Coughlin, Sandwich, Ont., as chairman of the Board on the joint recommendation of the other two members of the Board. Mr. J. A. McNevin, Chatham, Ont. and Mr. Bora Laskin, Toronto, were appointed on the nomination of the employer and employees respectively.

Canadian Rogers Sheet Metal and Roofing Limited, Winnipeg, Man.—The Board of Conciliation established to deal with a dispute between Canadian Rogers Sheet Metal and

Roofing Limited, Winnipeg, Man., and Local 3238, United Steelworkers of America, was fully constituted on June 25, with the appointment of His Honour Judge A. R. MacDonell, Winnipeg, Man., as chairman of the Board on the joint recommendation of the other two members of the Board. Mr. L. J. Raycraft, K.C., Winnipeg, Man., and Mr. George Stapleton, Winnipeg, Man., were appointed on the nomination of the employer and employees respectively.

Bendix-Eclipse of Canada Limited, Windsor, Ont.—The Board of Conciliation established to deal with a dispute between Bendix-Eclipse of Canada, Limited, Windsor, Ont., and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, was fully constituted on June 4, with the appointment of His Honour Judge J. J. Coughlin, Sandwich, Ont., as chairman of the Board on the joint recommendation of the other two members of the Board. Mr. David M. Brodie, Windsor, Ont. and Mr. Bora Laskin, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

Boards Established

During June ten Boards of Conciliation were established but not fully constituted:—

Concerning John Inglis Company Limited (Ordnance Division) Toronto, Ontario, and Local 2900 United Steelworkers of America.

Concerning Holeproof Hosiery Company of Canada, Limited, London, Ontario and United Textile Workers of Canada, Local 22.

Concerning Greater Winnipeg Sanitary District, Winnipeg, Manitoba, and Greater Winnipeg Sanitary District Employees Unit of the One Big Union.

Concerning Firestone Tire & Rubber Company of Canada Limited, Hamilton, Ontario, and Local 113, United Rubber Workers of America.

Concerning Canadian Marconi Co., Limited, Montreal, P.Q., and Commercial Telegraphers Union, Canadian Marconi System, Division No. 59.

Concerning Truscon Steel Corporation of Canada, Limited, Windsor, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO) Local 195.

Concerning Windsor Tool and Die Limited, Windsor, Ontario, and International Union, United Automobile Aircraft and Agricultural Implement Workers of America, (UAW-CIO) Local 195.

Concerning Frost and Wood Company Limited Plant No. 1, Smiths Falls, Ontario,

and United Steelworkers of America, Local 3140.

Concerning Dominion Fabrics, Limited, Dunnville, Ontario, and Textile Workers Organizing Committee, Local 21, CCL.

Concerning Bell Thread Company, Hamilton, Ontario, and Canadian Thread Makers' Union.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from Conciliation Officers indicating the successful conclusion of negotiations and the signing of an agreement:—

Concerning Medcalf Shoe Company, St. Thomas, Ontario, and Boot & Shoe Workers Union, Local 531.—William Dunn, Conciliation Officer.

Concerning Libby, McNeill & Libby, Chatham, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.—William Dunn, Conciliation Officer.

Concerning A. R. Kaufman, Kitchener, Ontario, and United Rubber Workers of America.—William Dunn, Conciliation Officer.

Concerning Hoyt Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway Employees and Other Transport Workers, Local 195.—H. R. Pettigrove, Conciliation Officer.

Concerning Dominion Fire Brick & Clay Products Limited, Moose Jaw, Sask., and Claybank Workers Union.—R. H. Hooper, Conciliation Officer.

Concerning Canadian Cannery Branch No. 17, Simcoe, Ontario, and Canadian Cannery Union No. 23728, H. Perkins, Conciliation Officer.

Assignment of Conciliation Officers

Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Concerning Morton Engineering & Drydock, Quebec, P.Q., and Union Canadienne des Chaudronniers et Constructeurs de Navire en fer.—L. Pepin, Conciliation Officer.

Concerning Motor Companies: MacFarlane Motors Limited; Valley Motors Limited; J. Clark & Son, Limited; Smith Motors Limited; Capitol Garage; Wood Motors Limited, Fredericton, N.B. and Fredericton Automobile Mechanics and Garage Workers, Union, Fredericton, N.B.—H. R. Pettigrove, Conciliation Officer.

Concerning McGavin Bakeries, Limited, Brandon, Manitoba, and Canadian Bakery Workers' Local No. 1, C.C.L.—Thos. Williams, Conciliation Officer.

Concerning McCord Corporation, Windsor, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195, (UAW-CIO).—J. P. Nicol, Conciliation Officer.

Concerning Nineteen Retail Stores: Cretzski's Department Store; Wolch's Department Store; Adrienne Styles; Atkinson's Limited; Claires Limited; Clifford's Ladies Wear; Co'Ed Ladies Wear; Dales Ladies Ready to Wear; Delmar's Ladies Ready to Wear; Helene's Ladies Apparel; Grayson's; Nu-Mode Dress Shoppe; Lido Ladies Apparel; John Pollock; Toronto Ladies Ready to Wear; State Shoe Store; Stroller Shoe Store; Surprise Shoe Store; Varsity Shoppe, Winnipeg, Manitoba, and Retail Clerks International Protective Association.—Thomas Williams, Conciliation Officer.

Concerning Schultz Die Casting Company, Wallaceburg, Ontario, and Local 251, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO).—F. J. Ainsborough, Conciliation Officer.

Concerning Standard Steel Construction Company, Welland, Ontario and United Steelworkers of America, Local 2986.—F. J. Ainsborough, Conciliation Officer.

Concerning MacDonald Bros. Aircraft, Limited, St. James, Manitoba, and Spitfire Lodge No. 741, International Association of Machinists.—Mr. Thomas Williams, Conciliation Officer.

Concerning Ford Motor Company of Canada Limited, Toronto, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO).—J. P. Nicol, Conciliation Officer.

Concerning Fahrloy Corporation Canada Limited, Orillia, Ontario, and United Electrical Radio & Machine Workers of America, Local 511.—J. P. Nicol, Conciliation Officer.

Concerning John East Iron Works, Limited, Saskatoon, Sask., and United Steelworkers of America, Local 3493.—H. S. Johnston, Conciliation Officer.

Concerning Dominion Wire Rope & Cable Company Limited, Montreal, P.Q., and International Association of Machinists Lodge 1288.—R. Trepanier, Conciliation Officer.

Concerning Dominion Forge and Stamping Company, Windsor, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO), Local 195.—F. J. Ainsborough, Conciliation Officer.

Concerning Canadian Bridge Company Limited (Plant No. 3), Windsor, Ontario, and In-

ternational Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO), Local 195.—J. P. Nicol, Conciliation Officer.

Concerning Canadian Bridge Company—Plants 1 and 2, Walkerville, Ontario, and United Steelworkers of America, Local 2471.—Mr. William Dunn, Conciliation Officer.

Concerning Bryce Bakeries, Limited, Brandon, Manitoba, and Canadian Bakery

Workers, Local No. 1. Thomas Williams, Conciliation Officer.

Concerning Atlantic Sugar Refineries, Limited, Saint John, N.B., and Sugar Refinery Workers' Union, Local No. 2.—H. R. Pettigrove, Conciliation Officer.

Concerning Anglo-Canadian Wire Rope Company Limited, Montreal, P.Q., and International Association of Machinists, Lodge 1288.—R. Trepanier, Conciliation Officer.

Report of Board in Dispute between the Dominion Tar and Chemical Co., Ltd., Montreal, P.Q., and Dominion Tar and Chemical Co., Ltd., Employees, members of Federal Union Local 173, Trades and Labour Congress of Canada

On June 29 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between the Dominion Tar and Chemical Co., Ltd., Montreal, P.Q., and Dominion Tar and Chemical Co., Ltd., Employees, members of Federal Union Local 173, Trades and Labour Congress of Canada.

The personnel of the Board was as follows: Hon. Mr. Justice Alfred Savard, Chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. D. A. Paterson and Rene-Louis Beaudoin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and Dominion Tar & Chemical Co., Ltd., Montreal, and Dominion Tar & Chemical Co., Ltd., employees, members of Federal Union Local 173, Trades and Labour Congress of Canada.

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR,—

The Conciliation Board appointed under your seal hereby submits its report in the above matter.

Meetings were held in Montreal on May 28, 29, June 1, 16, 26, 27 and 28, 1945. Some delay has been unavoidable due to the fact that Mr. Rene-Louis Beaudoin, K.C., was a candidate in the last Federal Elections in Vaudeuil-Soulanges County.

The Company was represented by Mr. O. C. Steinmayer, superintendent of timber production, and Mr. R. Peever, superintendent in charge of operations at the plant.

The Local was represented by Mr. Rene Duquette, representing the Trades and Labour

Congress, and Messrs. Charles Richardson, Roger Dumas, Chester Boudreau and Isidore Brassard, employees of the plant.

The Dominion Tar & Chemical Co., Ltd., operates a plant at Delson, near Montreal, treating wood with creosote. This plant has been in existence since 1925. Actually from 50 to 60 employees are at work, in the Spring the number of employees rises up to 80, and during the Winter the Company only keeps a skeleton staff.

The workers at the plant come from Delson and around Delson which is a farming community. A good percentage of the men are farmers and come to work when the work on their farms is not too pressing. Since the operations started it has been admitted that the labour relations between the Management and the employees have always been friendly and full of understanding. Any grievance that could have existed was always considered without delay and adjusted satisfactorily. The wages paid are those provided under the Fair Wages Act of the Province of Quebec averaging about 80 cents per hour.

In the Fall of 1944, the employees were organized as a Union and were granted a charter which is Local 173 of the Trades and Labour Congress of Canada.

Immediately negotiations for the signing of a Collective Agreement were begun on January 29, 1945, and both parties have agreed on the following:—

1. Preamble of Agreement.
2. Recognition of the Union.
3. Hours of work and overtime.
4. Seniority.
5. Grievance procedure.
6. Pledge as to strikes and lock-outs.
7. Union business.
8. Transfers.
9. Lost time.
10. Company Union meetings.
11. Duration of Agreement.

The provisions relating to the vacations were to be submitted by the Union to the

Quebec Regional War Labour Board for consideration and approval.

The points on which the parties could not agree were the following:—

1. Union Security and check-off of the Union dues by the employer.
2. Limitation to one week's pay of the indemnity to be paid to the employee who should happen to be found to have been unjustly dismissed.

Several recesses and adjournments were granted in order to try and bring together the Management and the officials of the Local. Suggestions were made by the Board and fortunately negotiations have come to a happy ending.

The Company has agreed to deduct every month the fees due to the Union upon written request and authorization signed by the employees.

With regard to the indemnity to be paid to an employee who should be found to have been unjustly discharged, it has been agreed that as soon as an aggrieved employee wishes to present his case, an Arbitration Board will

be formed of three members, one representing the Union, one representing the Management and the President of this Board has agreed to act whenever called. This will assure a speedy disposal of any case, and if the decision favours the employee, the Company will pay him the indemnity to which he is entitled from the date that he has been laid off.

In addition the Company will grant paid holidays of one week to the employees who have been with the Company for a year, the date of those holidays to be fixed so as not to interfere with the production of the plant.

The Board wishes to express its gratification for the way each side has presented its case and for the goodwill which has prevailed throughout the course of the deliberations.

(Sgd.) ALFRED SAVARD,
Chairman.

(Sgd.) D. A. PATERSON,
Member.

(Sgd.) L. R. BEAUDOIN,
Member.

Report of Board in Dispute between R.C.A. Victor Co., Limited, and International Union of Electrical Workers, Local 1028-B.

On June 4 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between R.C.A. Victor Company, Ltd., and International Union of Electrical Workers, Local 1028-B.

The personnel of the Board was as follows: Hon. Mr. Justice Alfred Savard, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. D. A. Paterson and Robert Haddow, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of The Wartime Labour Relations Regulations and of a dispute between R.C.A. Victor Co. Ltd. and International Brotherhood of Electrical Workers, Local 1028-B, Employees.

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Parliament Buildings,
Ottawa, Ont.

Dear Sir,

The Board of Conciliation appointed under the terms of Section 13 of P.C. 1003 begs herewith to report the result of its work and its findings and recommendations.

The Board held sittings in Montreal on May 14, 17, 18, 29, 30 and June 2, 1945, at which sittings written and oral submissions were made by representatives of the Company and of the Union in support of their respective contentions.

The Company was represented by Mr. D. McCallum and Mr. H. P. Prinsky.

The Union was very ably represented by Miss Lea Roback, Miss Rae Routtenberg, Mr. Victor Walker and Mr. Daniel McGee.

At the outset of the discussion, Miss Roback stated that the labour relations between the Company and its employees had always been of the best and that both employer and employees had always treated each other with a feeling of understanding and good will. She stated that they had the utmost confidence in the Board, would submit to its decision and would comply with its findings and recommendations.

There are presently 1,500 employees working for the Company and whom 75 per cent are members in good standing with the Local. The Local was established in 1942 when the first Collective Agreement was signed. At that time 95 per cent of the employees were members of the Local. The Agreement was renewed in 1943.

In the fall of 1944 both the Company and the Union convened and discussed the renewal of an Agreement for the following year. They

agreed upon 17 clauses which were the following:—

1. General purpose
2. Co-operation
3. Employees right to organize
4. Hours of work
5. Overtime
6. Classification of employees
7. Piece work
8. Company organization
9. Safety and health
10. Bulletin boards
11. Rest period
12. Annual vacations
13. Seniority
14. Discharges
15. Leave of absence
16. Shop committee
17. Renewal and termination

There were two points on which the parties had not agreed, namely:—

1. Recognition of Union
2. Procedure of appointing the Chairman of the Arbitration Committee to deal with cases of violation or interpretation of any provision of the Agreement.

Those were the two points which were submitted to this Board for consideration.

The Union requested a clause authorizing a Union shop, by virtue of which all hourly paid employees of the Company would be required to join the Union within a period of time. The Union modified its demand and proposed a maintenance of membership clause. In support of its demand, the Union representatives felt that during negotiations for the two first contracts, an issue had not been made of the demand for Union security. However, the representatives of the Union stated that the period of trial was over and during the past three years the Local had given proof of the responsible character of its organization and had amply demonstrated its ability and desire to maintain and to further good employer-employee relationships in the plant. From the very beginning all difficulties had been ironed out with the management, on the basis of round-table discussions, negotiations, arbitrations, and all issues were dealt with, with a view to cementing long term co-operation on labour relations within the plant.

However, the Local stated that it finds that in the carrying out of this policy, it is badly handicapped by the fact that the present Agreement contains no form of Union security. Under these conditions the Union is confronted with the task of simultaneously carrying on continuous organization in order to maintain its membership and seriously shouldering its responsibilities for good labour relations and the solving of production problems.

The Union claimed that the status quo is filled with dangerous possibilities. At each

time some foreman or other supervisory official takes some action which is resented by the workers and a story is spread that it is a manoeuvre to smash the Union. Each time a non-Union member is promoted it is whispered that it is a reward for not joining the Union. This leaves the workers believing that the Management refuses to consent to a Union shop, or a maintenance of membership clause in the Agreement, in the hope to hasten the end of the Union in the plant. Therefore, the difficulty of keeping stable labour relations under these circumstances is apparent.

As against the Union's demand, the Company submitted that an Agreement accepting the Union shop or maintenance of membership clause would be detrimental to the continued welfare of the company and its employees.

Union security obtained through compulsion and restriction of individual freedom has undesirable social consequences because it is undemocratic, monopolistic and its functioning places unwarranted power in the hands of a particular group. Union security would be wrong because it restricts the employee's freedom to earn his living where he pleases and forces him to conform with the policies of the Union whether or not he agrees with them. Also an employer is limited in his choice of employees to those who are prepared to accept employment not only according to the employers' terms but according to the terms of the Union.

A further argument against the demand of the Local for Union-shop is that it places on the employer the onus of disciplining any employee who is unwilling to join the Union or an employee who, having joined the Union, wishes to withdraw. The employer then becomes the object of the employee's ill-will and not the Union for whose sole benefit the penalty has been applied.

Finally the Company argued that a Union security Agreement would place the Company in a precarious competitive position.

Many additional firms have become established in the production of wireless communications equipment. R.C.A. Victor Co. Ltd. has taught competitors and potential post-war competitors much of its manufacturing knowledge and experience. Several of those firms will enter the domestic radio field when they return to peace-time production.

Under those circumstances, the Management of the R.C.A. Victor Co. Ltd. feels that it must avoid entering into any long term commitments that would reduce the flexibility of its operating conditions.

There were 10 firms which constituted the Canadian radio manufacturing industry prior

to the war, all of which will be re-entering this field when the war is over. While two or three other firms are at various stages of organization, only one firm other than the R.C.A. Victor Company has signed a Collective Agreement with an international Union and the Company feels that it is in an unfavourable position with most of its competitors who have not signed such Agreements.

It was evident that the Company was not inclined, at least for the present, to subscribe to a clause involving Union-shop or maintenance of membership.

It was then that a suggestion was made to the Company by the representatives of the Local for a voluntary check-off of Union members contributions to be made each pay-day. After considering the demand, the representatives of the Company suggested an adjournment in order to discuss the proposition.

The Board was adjourned until a later date when the Company reported that it was agreeable to complying with the request and was prepared to embody in the Collective Agreement the terms under which the check-off should be carried out.

The representatives of the Local then agreed not to press further their demand for closed or Union-shop or maintenance of membership.

There remained the question of the selection of a Chairman for arbitration committees. The agreement between the Company and the Union that expired on the 12th of September, 1944, provided, in the final step of the grievance procedure, an arbitration of disputes by a Committee of 3, one to be appointed by the Company, another by the Union, and a third, the Chairman, to be agreed to by the other two; but if an agreement were not reached, he was to be appointed by the Minis-

ter of Labour. The limitation of the Minister's discretion, to the effect that his appointee must not be an employee of his Department, was insisted upon by the Company, because it was believed to be necessary to ensure the selection of a completely impartial Chairman.

The Company further added that when a disagreement must be resolved by arbitration, the Chairman must be one who has no immediate interest on one side of the issue or the other. The suggestion was made by the Company that the arbitration be taken to a Judge of the Superior Court or to a permanent impartial umpire, satisfactory to both the employer and the Union, be selected.

It was finally suggested by Mr. D. McCallum for the Company that the Chairman of the Board, the Honourable Mr. Justice Savard, be requested to act as Chairman of the Arbitration committee. This suggestion was acceptable to the Union and the Chairman agreed to serve if it was thought that he could be of service in such capacity.

This ended the work of conciliation of this Board.

All three members of the Board take this opportunity to emphasize the excellent spirit which prevailed throughout the meetings and the goodwill shown by both employer and employees.

A copy of the Collective Agreement will be forwarded to your Department as soon as it is completed and duly signed.

The whole is respectfully submitted.

(Sgd.) ALFRED SAVARD,
Chairman
D. A. PATERSON,
Member
ROBERT HADDOW,
Member

Report of Board in Dispute between Midland Shipyards, Ltd., Midland, Ont., and Industrial Union of Marine and Shipbuilding Workers, Local No. 9.

On June 11 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between Midland Shipyards, Ltd., Midland, Ont., and Industrial Union of Marine and Shipbuilding Workers, Local No. 9.

The personnel of the Board was as follows: Hon. Mr. Justice F. H. Barlow, Chairman, appointed on the joint recommendation of the other two members, Messrs. Frank Wilkin-son, K.C., and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

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Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, as Amended, and in the Matter of a Dispute between Midland Shipyards Limited, Midland, Ontario, and Industrial Union of Marine and Shipbuilding Workers, Local No. 9.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour of Canada,
Ottawa, Ontario.

Sir:

The Board of Conciliation appointed by you in the above matter begs to report as follows:

Hearings were held in the City of Toronto, at which the Company was represented by J. R. Leitch, President, and H. J. Whitmell, General Manager; and the Union by T. B. MacLachlan, General Representative, and by H. Blair and J. Clayton, members of the Union negotiating committee.

The dispute between the parties, which arose during negotiations between them for a first collective agreement, centred on the following items:

- (1) the request of the Union for full recognition by way of union shop and check-off;
- (2) differences concerning the reservation by the Company of a discretion in applying the seniority provisions of the agreement;
- (3) differences concerning the meaning of "dirty work" for which a premium rate had been agreed upon;
- (4) the request of the Union for inclusion in the agreement of a clause covering vacations with pay.

There were a number of other items of dispute, but since they concerned wages, it was recognized that they would have to be taken up with the National War Labour Board.

Submissions were made to the Board on behalf of each of the parties on each of the items in dispute and copies of their respective draft agreements were filed with the Board. These submissions revealed that the parties were not far apart on items (2), (3), and (4) listed above, and in fact, a method of resolving the dispute over items (2) and (3) was agreed upon before the Board. So far as the clause for union security was concerned, the Union stated at the outset that it would not press for a complete union shop but only for a modified form which would leave present non-union employees free of any obligation to join the Union; and it conceded further that it would except casual part-time labourers from the scope of any union security clauses.

The evidence adduced before the Board disclosed that the Company commenced operations in January, 1941, in shipyards which had been closed since 1932, and it was represented by the Company that the future continued operation of these shipyards was by no means certain. The Union commenced organizing in November, 1943, and bargaining representatives which it put forward were certified by the Ontario Wartime, Labour Relations Board without a vote on August 16, 1944, after the initiation of proceedings which were not contested by the Company. The Union claims that it had at the time of the certification proceedings about 480 members out of the 600 employees who then constituted the bargaining unit, and although there are at present only 450 employees in the

unit, the Union contends that it has continued to have a membership support of 80 per cent of eligible employees.

The Board is unanimously of the opinion that

- (1) a clause should be inserted in the collective agreement which would cover vacation with pay, as follows:
"Vacations with pay shall be granted by the Company in accordance with the vacation plan approved by the National War Labour Board from time to time. Vacations shall be taken at a time agreed upon between the Management and the Union.
Any dispute arising under this article shall be dealt with under the grievance procedure."
- (2) the clause covering "dirty work" set out in the Company's draft agreement should be amended by substituting for the second paragraph thereof the following:
"Claims for dirty work other than that listed above shall be allowed when approved by the Management and the Union, provided that any disagreement between them in this respect shall be subject to settlement in accordance with the grievance procedure".
- (3) the grievance procedure should be available to resolve any dispute concerning the operation of the seniority provisions of the agreement. Accordingly, the seniority clause, as proposed by the Company and by the Union respectively, should be amended to read as follows:
"The principle of seniority, subject to ability and fitness to do the work, shall be the ruling factor (1) in the matter of promotions; and (2) when it becomes necessary to reduce forces.
"The re-hiring of employees who have been laid off shall be subject to seniority. Employees laid off due to lack of work in any department shall be given the option of employment in other departments, should work be available therein, and they shall be paid the rates prevailing in those departments provided they are capable of performing the work.
"Employees of the Company who enter the Armed Forces directly from this plant shall be re-employed after honourable discharge in accordance with government laws and regulations.
"The Company may grant any employee leave of absence, reserving his seniority rights and return to his former classification.
"Any dispute arising in connection with the application or administration of any of the clauses of this article shall be deemed a grievance for the settlement of which resort may be had to the grievance procedure."
- (4) A provision for union security should be included in the agreement in the following form:
"All employees covered by this agreement who are or who during its currency become members of the Union shall, as a condition of continued employment, remain members of the Union in good standing for the duration of this agreement; provided, however, that the obligation of this clause shall not be operative

during the two week period preceding the expiry date of this agreement or during the two-week period preceding any anniversary date of this agreement, as the case may be."

So far as the claim for check-off is concerned, the Board recognizes that an employee may properly lodge with the Company an order for the payment to the Union out of wages due to him such amount as he may therein designate, and that the Company could hardly object to honouring such order according to its terms.

A further point raised in a written submission by the Union to the Board concerned the application of the proposed collective agreement to guards and watchmen, classi-

fications which the Company seeks to exclude. This matter would seem to be concluded by the certification order of the Ontario War-time Labour Relations Board which defined the bargaining unit as including all employees, save and except foremen and office employees.

All of which is respectfully submitted.

Dated at Toronto this eighth day of June, 1945.

(Sgd.) F. H. BARLOW

Chairman

(Sgd.) BORA LASKIN

Member

(Sgd.) F. WILKINSON

Member

Report of Board in Dispute between Dominion Engineering Works, Ltd., Longueuil, P.Q., and Local 1596, International Association of Machinists

On June 28 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between Dominion Engineering Works, Limited, Longueuil, P.Q., and Local 1596, International Association of Machinists. A minority report was submitted by Mr. Alex Gauld.

The personnel of the Board was as follows: Hon. Mr. Justice Alfred Savard, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. C. G. Heward and Alex Gauld, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report was as follows:—

Report of Board

*Re: Board of Conciliation, Dominion Engineering Works Ltd., Longueuil, and Local 1596—
International Association of Machinists.*

To The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:—

The Board appointed under your seal has received written and oral submissions of both parties and begs herewith to present its findings, conclusions and recommendations.

Meetings took place in Montreal on May 31st, June 2nd, 9th, 16th, 25th, 26th and 27th.

The Company was represented by Mr. W. M. Baker, Assistant Manager of Manufacturing of Dominion Engineering Works and Mr. A. F. Hale, Manager of Personnel, Longueuil Plant.

The Local was represented by Mr. Robert Haddow, Romeo Mathieu, A. T. Whelan and Louis Gosselin.

An Agreement has been in existence between the two parties to this dispute since November, 1942, governing wage rates and working conditions in the Longueuil plant of the Company.

This Agreement has come up for amendment and renewal each year of its existence. On each occasion, the Union has made a request for some form of union security along the lines of the union shop, but it was reported that such a request was refused due to the government policy covering government-owned plants.

This year the Local does not press its demand for a closed shop or maintenance of membership, but proposes to the Company that it should agree to the check-off of Union dues as follows:—

Upon the receipt of a written request from any employee forwarded through the Shop Committee, the Company agrees to deduct the monthly dues of such employee from his or her pay and transmit the funds so collected to the duly accredited officials of the Union, in similar manner to the Company's method of dealing with the deductions which any employee may voluntarily request the Company to make from his or her pay on account of war loans or for any other cause. It is understood that, as in the case of other voluntary deductions, the employee shall at any time be at liberty to cancel his or her request for the making of such deductions upon giving notice in writing to the Company through the Shop Committee.

In support of its proposition the Local urged that it prevail in various other plants; furthermore it lends itself to stability in union membership, thus eliminating the necessity for the carrying on of a continuous organizational campaign by the union leadership; a further advantage is that it obviates the necessity of committee men collecting dues in the shop.

As against the proposition of the officers of the Local, the management of the Company has represented that it is firmly of the opinion that whereas the economic policies of this country are based on the practice of competitive enterprise, as opposed to a state planned and controlled economy, monopolies supported by compulsion in any form are contrary to the public interest. The Company believes that freedom from such compulsion necessarily includes the freedom of the individual without intimidation or coercion to follow the vocation of his or her choice regardless of membership or non-membership in an employees' organization or union. In conforming to these principles the Company declined to become a party with any employees' organization or union to a collective agreement embodying any of the following conditions: the "closed shop", the "union shop", "maintenance of membership" or "check-off" and was unwilling to agree to the inclusion in a collective agreement of any variation of these provisions which in the opinion of the Company have a similar effect or appear to the Company to violate the principles in which the Company believes. The Company also submitted that there is nothing in P.C. 1003 or in any Provincial legislation to require the Company to negotiate for or to include any provision for "union security" or check-off of union dues in a collective agreement. In this connection the Company's representatives argued orally that the check-off has no place in a collective agreement as defined by Section 2 (1) (d) of P.C. 1003.

Several adjournments took place and the representatives of both sides met apart from the Board in order to see if some sort of compromise could not be reached.

After several meetings the Company presented the following suggestions:

1. The Company declared its unwillingness to make a signed agreement with anybody in regard to the check-off but stated:

2. That if arrangements were made to withhold Union dues from the pay of employees on a voluntary basis it would have to be done upon the following terms:

- (a) applications would be made direct to the Company by the employees concerned.
- (b) revocations by the respective employees would have to be made direct to the Company.
- (c) the arrangements would be terminable at any time either by the individual employee or by the Company itself.
- (d) the wording of the authorization for deduction of pay would have to be in such form as the Company might determine.

3. The arrangement would not in any event be adopted unless and until authorizations were received from a majority of the hourly rated employees.

Upon subsequent enquiries by the Board of the Company the latter supplemented the foregoing suggestions as follows:

- (a) The Company expressed its willingness to wait for a period of thirty days after the decision of this Board giving a delay in which authorizations were to be received from the employees and to ascertain whether authorizations were thus received from a majority of the hourly rated employees.
- (b) That if the Company terminated the arrangement of the kind above indicated for deduction of pay it would notify all employees of the Shop Committee.

The Company in making this compromise suggestion urged that if what the Union was seeking was service in the collection of dues it would get that service under such an arrangement.

Prior to the receipt of the supplementary suggestions referred to above the representatives of the Union made a compromise suggestion that the collective agreement should contain a clause to the following effect:

CHECK-OFF—

It is agreed between the management of Dominion Engineering Works Ltd., Longueuil plant, and the Committee of Lodge 1596, International Association of Machinists, that:

Upon the receipt of written instructions from any employee, in any classification covered by the collective labour Agreement existing between the parties hereto, on or before the second pay-day in any month, the Company agrees to deduct the monthly dues of such employee for membership in Lodge 1596, International Association of Machinists from his or her pay on the third pay-day of each month, and to transmit same to the Financial Secretary of the Lodge. In the case where the employee receives no pay or insufficient pay on this day, a double deduction shall be made the following month. These deductions shall continue until these instructions are cancelled in writing by the employee concerned.

Any employee wishing to cancel his/her instructions for the deductions for union dues shall give notice, in writing, stating his/her desire for deductions to stop. Such notice of cancellation must be delivered on or before the last pay-day of the month preceding the month in which the cancellation is to become effective.

Instructions and cancellations, as described in the foregoing, shall be made out by the employee on printed forms furnished by the Company, and delivered to the personnel office of the Company; the personnel office shall inform the Chairman of the Shop Committee of all instructions and cancellations within seven (7) days of receipt thereof.

The Company objected to that clause upon the following grounds:

- (a) That it involves a signed agreement between the Union and the Company.
- (b) That it does not provide freedom for the Company to cancel the arrangement at any time.
- (c) That it does not provide that the arrangement would only be operative if a majority of the hourly rated employees signed authorizations.

The Company informed the Board that the compromise suggestion made by the Union was unacceptable.

The suggestion for compromise by the Union and the suggestion for compromise made by the Company as supplemented in the manner above indicated were fully discussed at a Meeting of the Board held on the 25th June. It was represented on behalf of the Union that while it was recognized that some concession had been made by the Company, it could not be accepted because it did not go far enough and the acceptance thereof would put the Union in a difficult position as regards other Companies where the check-off or a clause such as suggested by the Union by way of compromise had been adopted.

It was represented to the Board by the Company that in spite of the refusal by the Union of the concession granted by the Company, its offer still stood and that it was ready and willing to try it out.

When it was seen that any further discussion and Meetings could not possibly bring a complete agreement acceptable to both parties, the Meeting was adjourned for the preparation of the report.

The majority of this Board feels that while the concession granted by the Company does not meet the full demands of the Local, nevertheless it shows goodwill and a spirit of co-operation with the Union and goes part way towards meeting their requirements and affording to them an easier way of collecting their dues.

The majority of the Board therefore recommend that the offer of the Company be accepted and their suggestions carried out for the duration of the current year of the contract. We feel that if the problem is faced with the spirit of co-operation from the management to the union and from the union to the management the working out of this plan would make for satisfactory relations between the management and employees and bring to

the Local some form of union stability which they had not in the past.

The whole respectfully submitted,

ALFRED SAVARD,
Chairman;
C. G. HEWARD,
Member.

Minority Report

HON. HUMPHREY MITCHELL,
Minister of Labour,
Parliament Buildings,
Ottawa, Ont.

DEAR SIR:—

As a member of the Board established to conciliate a difference between the Dominion Engineering Works, Longueuil, and Lodge 1596, International Association of Machinists, and which pertained to the petition of the Union for a voluntary check-off clause in the agreement, permit me to submit this minority report:

The original proposal of the union requested that all employees desirous of having their dues deducted from their wages, notify the company to this effect. In the case of employees wishing to discontinue this practice, it was required that employees notify the company through the shop committee.

The refusal of the company to agree to these conditions resulted in the following proposals being submitted by the Union:

Upon the receipt of written instructions from any employee, in any classification covered by the collective labour agreement existing between the parties hereto, on or before the second pay-day in any month, the Company agrees to deduct the monthly dues of such employee for membership in Aircraft Lodge 712, International Association of Machinists from his or her pay on the third pay-day of each month, and to transmit same to the Financial Secretary of the Lodge. In the case where the employee receives no pay or insufficient pay in this day, a double deduction shall be made the following month. These deductions shall continue until these instructions are cancelled in writing by the employee concerned.

Any employee wishing to cancel his/her instructions for the deduction for union dues shall give notice in writing, stating his/her desire for deductions to stop. Such notice of cancellation must be delivered on or before the last pay-day of the month preceding the month in which the cancellation is to become effective.

Instructions and cancellations, as described in the foregoing, shall be made out by the employee on printed forms furnished by the Company, and delivered to the personnel office of the Company. The personnel office shall inform the Chairman of the Shop Committee of all instructions and cancellations within seven (7) days of receipt thereof.

It was understood that the name Lodge 1596 would be substituted for the name Aircraft Lodge 712.

In response the company stated its willingness to introduce the check-off in the plant, provided a majority of the employees signify their desire for the establishment of this condition, with the understanding that employees wishing to have their dues deducted from their pay envelope must notify the company to this effect. Employees desirous of cancelling this arrangement must notify the company of their desires. The company further announces its unwillingness to enter into any written agreement with the union in this matter but states its willingness to agree verbally to this understanding.

In P.C. 2685 a number of principles are enunciated which are fundamental to a relationship between employees and employers if that relationship would serve the interests of our national economy. It is intended that these principles should serve as a guide in all negotiations, between company representatives and the duly elected representatives of employees, in hopes that these representatives will adopt an attitude to the differences in dispute, in keeping with what should be a common concern for our national interests.

I cannot but feel that the final response of the company to the request of the union constitutes a violation of these principles in the sense that:

1. In general the reply of the company reflects a denial of the following quotation from the minutes of council of P.C. 2685 which reads as follows:

The best interests of industry and labour are inseparable and since organized society alone makes possible industrial production to the mutual benefit of those engaged therein, the needs of the community at large, especially under war conditions, must be regarded as paramount.

In contrast to the requirements of the above paragraph, the company in its treatment of the proposals of the union has displayed an antagonistic attitude. This presupposes that management differentiates between the interests of the company and its employees and consequently does not accept the truth embodied in this section of the preamble to the order in council. In this regard the final statement of the company constitutes a major violation of the intent of existing labour laws and especially of P.C. 1003.

2. The company is unwilling to enter into a written agreement respecting the check-off.

The union representatives are opposed to the idea of a verbal understanding. Since the merits of this decision cannot be judged by

abstract discussion but only on the basis of past experience, I cannot but feel, after having taken this matter up with the committee that the refusal of the union to accept this proposal, is well founded.

This proposal of the company is definitely in opposition to the spirit of collective agreements and reflects a skepticism or doubt towards the unions, unworthy of those at the helm of any section of industry. Unaware that objective reality holds no place for opposition to the legitimate aspirations or organized labour, which of necessity coincide with our national interests, the company representatives fail to note the injurious effects of this proposal for our mutual interests, and further, that it constitutes a denial of the right of organized labour to enter into collective agreements.

On the whole the proposal of the company is not conducive to the removal of misunderstandings and to the extension of common interest and national purpose and would, in the opinion of the committee, tend to disrupt any semblance of worthwhileness in existing relationship between the company and the union, should it be complied with. Once an understanding of this nature is agreed to, all control is vested in the company and all basis of future co-operation ceases to exist. Such a proposal constitutes a denial of partnership in industry and of the right and need for organizational independence, to best serve our common interests.

It is my opinion that Paragraphs 7 and 8 of P.C. 2685 substantiates this opinion:

7. That employees through the officers of their trade union or through other representatives chosen by them should be free to negotiate with employers or the representatives of employers' association concerning rates of pay, hours of labour and other working conditions, with a view to the conclusion of a collective agreement;

8. That every collective agreement should provide machinery for the settlement of disputes arising out of the agreement, and for its removal or revision, and that both parties should scrupulously observe the terms and conditions of any agreement into which they have entered.

It is obvious that every agreement presupposes a continuity of joint effort by the contracting parties. This precludes the right of any party to delegate its authority to the other, if the purpose of an agreement would be realized.

The union also rejects the proposal of the company because of the likelihood of jeopardizing other agreements in effect, should it do so.

Here it is necessary to acknowledge that the proposal of the company is not in keeping

with other check-off conditions established between the International Association of Machinists and several other companies.

In these circumstances it would be prejudicial to the future of these agreements should the union consent to enter into an agreement with the Dominion Engineering on the basis of the company's proposals. In this case it is impossible for the union to consider this proposal in isolation from the situation as a whole, since to do so would impair its

more widespread obligations and definitely disrupt relationships of far reaching significance for our national economy.

These are the reasons for the union's non-compliance with the recommendations of the company and I sincerely hope, Honourable Sir, that you will grant them your considerate attention and render an opinion in keeping with their merits.

Respectfully submitted,

(sgd.) ALEXANDER GAULD.

Report of Board in Dispute between the American Can Co., Ltd., Vancouver, B.C., and Local 2821, United Steelworkers of America

On June 15 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between the American Can Co., Ltd., Vancouver, B.C., and Local 2821, United Steelworkers of America.

The personnel of the Board was as follows: Mr. J. Edwin Eades, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members; Messrs. R. H. Pooley, K.C., and Herbert Gargrave, M.L.A., appointed on the nomination of the employer and employees respectively. Following the first meeting of the Board, Mr. Gargrave resigned and his place was taken by Mr. George A. Wilkinson.

The text of the Board report and of the minority report was as follows:—

Report of Board

In the matter of The Wartime Labour Relations Regulations P.C. 1003 and in the matter of a dispute between United Steel Workers of America, Local No. 2821 and American Can Company Limited.

To:

The Honourable the MINISTER OF LABOUR,
Ottawa, Ontario.

The Board comprising James Edwin Eades, Chairman, Robert Henry Pooley, K.C., and Herbert Gargrave, M.L.A., held its first meeting at the City of Victoria on February 27, 1945. The Order of the Minister appointing the Board dated February 14, 1945, was filed as Ex. 1 and the Order of the Minister naming the members as of the same date was filed as Ex. 2. The members were sworn, and the Statement of Dispute was filed and the procedure to be followed was discussed and agreed upon. It was left to the Chairman to fix the time and place at which the parties would be heard and to make the necessary arrangements with the parties so that they would be prepared

without delay to adduce evidence if they so desired and to make submissions or deliver arguments.

Mr. Herbert Gargrave, M.L.A., resigned as a member of the Board before a further meeting could be held and subsequently Mr. George A. Wilkinson was appointed in his place and stead. The Board met on the 11th day of May at the Board Room in the Hall Building, 789 Pender Street West, Vancouver, B.C. The Order of the Minister, dated May 4, 1945, appointing Mr. Eades as Chairman on the recommendation of Mr. Pooley and Mr. Wilkinson, the members appointed on the recommendation of the employer and employees respectively, was duly filed. Mr. Wilkinson was sworn as a member of the Board.

Mr. James Robertson appeared on behalf of United Steel Workers of America, Local 2801 and Mr. D. N. Hossie, K.C., and Mr. H. G. Shaler appeared on behalf of the Company.

Evidence was submitted by both the employees and the employer and the witnesses were examined in chief, cross examined and re-examined. 19 Exhibits were filed. Arguments were then submitted by both parties and replied to.

The evidence adduced showed that the relationship between the Union and the Company was excellent. There had been collective bargaining between the parties which had resulted in a First Agreement (Ex. 9) signed in August, 1941, embodying Union recognition; a Second Agreement (Exhibit 10), executed in August, 1942; a Third Agreement (Ex. 11), executed in August, 1943, embodying a maintenance-of-membership clause and a Fourth Agreement (Ex. 6) executed as of August, 1944; Article IIA of Exhibit 6 is as follows:—

This Agreement does not contain any provisions with regard to "Union Shop" or "Check-off", both of which subjects have been

and still are the subject of negotiations between the parties. These two subjects are to be dealt with entirely independently, and are not in any way to affect the Agreement which is final between the parties on the subjects dealt with herein.

It was shown that the Union had proposed "Union Shop" and "Check-off" clauses in the bargaining prior to each agreement, but the Company had been unwilling to concede any form of union security in the first agreement and when the same was discussed in 1942 had stated that the policy of the Company would be decided following a decision of a United States War Labour Board then sitting in California. This Board awarded a form of maintenance-of-membership and the Company then agreed to Article III of the 1943 Agreement (Ex. 11) which reads as follows:—

Article III—Maintenance of Membership

Section 1. All employees who, fifteen (15) days after the date of signing this Agreement, are members of the Union in good standing in accordance with the constitution and by-laws of the Union, and all employees who thereafter become members shall, as a condition of employment, remain members of the Union in good standing for the duration of the contract.

Section 2. The Union shall promptly furnish the American Can Company Ltd. a notarized list of its members in good standing as of the fifteenth (15) day after the date of signing the agreement. If any employee named on that list asserts that he withdrew from membership in the Union prior to that day, and any dispute arises, or if any dispute arises as to whether an employee is or is not a member of the Union in good standing, the question as to withdrawal or good standing, as the case may be, shall be submitted to the grievance machinery.

Section 3. The Union agrees that neither it nor any of its officers or members will intimidate or coerce employees into membership in the Union. If any dispute arises (as to whether there has been any violation of this pledge or whether any employee affected by this clause has been deprived of good standing in any way contrary to the constitution and bylaws of the Union), the dispute shall be regarded as a grievance and submitted to the grievance machinery.

The Union now requested that the Company agree that there be included in the present agreement (Ex. 6) the following Article IIA:—

Section 1. The Company and the Union mutually agree that as a condition of employment, each employee covered by this Agreement shall within thirty (30) days from the execution of this Agreement, or thirty (30) days from the date of hiring, become and thereafter remain in good standing with the Union, during the life of the agreement.

Section 2. The Company agrees to deduct from the earnings of all employees covered by this agreement, the first payday of each

month, the sum of one dollar (\$1.00) or such additional amount, not to exceed one dollar and fifty cents (\$1.50) as determined in accordance with the provision of the Constitution of the International Union.

The Company expressed itself as being resolutely opposed to the proposed Article IIA and to be opposed to the inclusion in the present agreement of the maintenance of membership clause above mentioned, which was in the 1943 Agreement. The parties, however, had agreed that during the negotiations they should carry on as if Article 3 of the 1943 Agreement was still in effect.

Evidence was adduced by the Union to show that it had been of substantial value to the employees in respect of increased and better standardized wages, overtime pay, a more satisfactory system of and increased holidays with pay, the establishment of a satisfactory safety committee elected by the Union and the introduction of a workable system of grievance procedure. It was proved that of 337 employees as at April 30, 1945, both male and female, 280 were members of the Union, and that in no case had a member been asked to resign or expelled. The constitution was filed (Ex. 15) and it was pointed out that provision was made for proper elections of officers, for proper financial returns and an audit of the Company's books semi-annually. It was also shown that there were 188 employees of the company serving overseas of whom about 170 were hourly-rated, of these 25 had enlisted prior to the formation of the Union and of the balance 125 were Union men and of these Union men 62 had been in front line service and 15 had lost their lives. The evidence of the employees further disclosed that the present maintenance of membership clause had not affected membership in the Union but that "Union Shop" and "Check-off" would be of great value in obtaining the maximum of production and harmonious relations.

While agreeing that the Union had a good deal to do with increase in wages and better working conditions since 1941, the evidence of the Company showed that two general increases in wages had been made prior to that time and that wages in industry generally were higher since the war and that apart from the Union activities, a survey had been in effect and would have resulted in an increase. The existing maintenance of membership clause had not been detrimental to the Company's interest, nor, as far as the evidence disclosed, to the employees. "Union Shop" was felt to be detrimental to the Company and to the employees.

The arguments of Mr. Robertson on behalf of the employees and Mr. Hossie on behalf of

the company were in great part those which are generally advanced for and against "Union" or "Closed Shop" and "Check-off" and it is not proposed to detail them. Mr. Hossie in effect, objected to the jurisdiction of the Board to deal with the questions before it. He argued that the question of "Union Shop" and "Check-off" did not come within the purview of the Board.

The Board does not consider it necessary to deal with these submissions. The Board's duties are defined in P.C. 1003 which reads as follows:—

13 (2) A Conciliation Board appointed under this section shall, upon its appointment, endeavour to effect an agreement between the parties in the matters in which they have not agreed and, in any event, shall report the result of its endeavours and its findings and recommendations to the Minister . . .

14. If a Conciliation Board's report to the Minister shows that it has been unable to effect an agreement between the parties, the Minister shall cause a copy thereof to be sent forthwith to the parties . . .

The Board has given careful thought to what if any recommendation should be made in respect to what are usually called union security clauses. The Company is resolutely opposed to the two proposed sections dealing with "Union Shop" and "Check-off" and as previously stated, is opposed to the maintenance of membership clause which was in the 1943 Agreement. Both parties had agreed that during negotiations this Article was to be considered still in effect. Both parties have agreed that this maintenance of membership clause has not affected the relationship, the one with the other. It is a measure of Union security. Mr. Robertson was very definite that the Union wished the good relations between employees and management to continue and would not wish anything to be said or done which might in any way interfere with such relationship. The Board feels that recommendation of a Union shop would not be accepted by the Company, and such recommendation might endanger this splendid spirit of co-operation. On the other hand, the Company has been and is to the date hereof satisfied to work under the said maintenance of membership clause and the Board recommends that the clause previously set out with such amendments as the parties may agree upon be inserted in the present agreement as Article IIA.

The Board has reviewed the arguments with reference to check-off and also perused the submissions to the British Columbia Legislature made on behalf of a very large number of employers at the last session of the legislature. The arguments against the voluntary check-

off of monthly Union dues of \$1.00 per month do not weigh heavily against the argument in favour, where, as here a maintenance of membership is in effect or recommended. This Company makes seven payroll deductions for hourly-rated employees. Three of them are compellable deductions, namely those in respect of income tax, unemployment insurance and poll tax. The Crown obviously realizes the difficulty of effecting individual collections from the worker and places upon the employer the onerous duty, not only of making the collection and remitting, but of making proper returns. This is a compulsory check-off. Other weekly deductions are made for medical aid, the Red Cross, victory loan and war savings certificates where the employee signifies his willingness to have the deductions made. The Committee in charge of sales on behalf of the Red Cross Association, victory loan and war savings certificates realize the difficulty of effecting individual collections and with the voluntary assistance of the Company made their collections through a check-off. The Company recognizes the value to the community and it is fair to assume to the employee to have these voluntary deductions made. Recently the Company circulated its employees, both hourly-rated and salary, suggesting that they become members of the Blue Cross Hospital Service and if 40 per cent agreed, then the Company voluntarily agreed to make deductions from those desiring to join the scheme. These are cases of voluntary "check-off". The Company has in its evidence before the Board, recognized the value of the Union to the employees and from the evidence given on behalf of the Union, this particular Union has been of substantial value to the community. There seems therefore no substantial reason why the Company should not recognize an order voluntarily given by an employee for the payment to the proper union official of the worker's monthly dues.

The Company did in 1943 agree to the maintenance of the membership clause previously referred to under which it is imperative, from the point of view of the Union member, that he should promptly pay his dues. Therefore it is essential that he should be assisted in the payment of these dues. On the other hand the Company undoubtedly has a number of valued employees who are members of the union and paid weekly and yet are so impecunious that a dollar represents a sum difficult to retain and this valued man may have to be discharged. Such men should be assisted by the Company in their acceptance of his desire that his dues be deducted.

It is therefore recommended that Article II should contain a clause in such form as the parties may decide upon which will provide that upon a Union member requesting the Company to deduct from his wages the amount of his monthly dues to the Union that the Company shall recognize and act upon such request.

Following the unanimous agreement reached by the Board as to its finding and recommendations Mr. George A. Wilkinson has advised the Chairman that, after a very serious study of the entire proceedings and while hesitant to upset the unanimity of the Board, he feels that he would not be acting in the best interests of the employees if his previous decision was not reversed. Mr. Wilkinson therefore proposes to file a minority report.

All of which is respectfully submitted.

(Sgd.) J. E. EADES,
Chairman
(Sgd.) R. H. POOLEY,
Member

Minority Report

In the matter of the Wartime Labour Regulations: Regulations P.C. 1003, and in the matter of a dispute between the United Steelworkers of America, Local No. 2821 and the American Can Company Limited, Vancouver, B.C.

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Dominion Government,
Ottawa, Ont.

DEAR SIR:

As Mr. J. E. Eades, chairman of the Board constituted to deal with the above-mentioned dispute has stated in his report, after further and serious consideration, following an unanimous opinion first arrived at by members of the Board, I am now filing a minority report, dealing solely with the matter of union security.

I am in full agreement with the other two members of the Board on the question of voluntary checkoff, and feel that it would be to the interest of both parties to the dispute to have this procedure adopted as speedily as possible.

On the matter of union security, however, I feel that a stronger clause should be inserted than the proposed maintenance of membership. My reasons are as follows:

In evidence presented to the Board, both the Company and the Union offered sufficient proof that excellent relations had been established and maintained between both parties.

It was also proven to the Board that there is a considerable influx of new employees annually. The Financial Secretary of the Union submitted that there had been 1,100 union members registered over a four-year period. There were 337 employees on the company payroll as of April 30, 1945, and I take it that that is normal for this season.

The Union contended that the influx of workers during the busy seasons made it almost an impossible task for individual checkups by Union representatives, and it could be deduced that the shop stewards might have to neglect their duties to the Company if they attempted to give individual attention to each person who was diffident about becoming a Union member.

One objection raised by the Company's lawyer, Mr. D. N. Hossie, was to the effect that inclusion of a union shop clause would interfere with the rights of some 160 workers who are at present in the armed forces. Evidence was submitted that a very large majority of these persons in the armed forces were members of the Union. It was also clearly established that as such they would have had the same rights as other members in voting on union security proposals at union meetings from year to year. The Union established that they had sought a union shop clause consistently for three years during negotiation of the annual agreement.

It was further established that the Union had protected these employees now in the armed forces while absent by bettering conditions of employment and wages in the plant through negotiations. By the Company's admittance and the Union's claim it was clearly established also that the Union had been responsible for a considerable increase in wages since the first negotiations in 1941.

Under the present maintenance of membership clause it was proven to the satisfaction of the Board that the Union had never requested the employer to discharge an employee. In the writer's opinion this is an important point. It is a reasonable assumption that a stronger union security clause would not work any hardship on the employer or employees. The executive members of the Union are apparently employees who have had many years' service with the Company. Such employees can usually be relied upon to be fair and reasonable in dealings with the employer, and I am fully convinced that a stronger union security clause will be adequate to ensure harmonious relations from year to year.

While the Company may have some merit in their claim that a union shop clause would cause them to lose the services of some em-

ployees of long and valuable service, I believe the Union is also justified by the facts presented to the Board that all employees have received many benefits from the Union's negotiations and should consequently assume a fair share in the responsibilities of the Union. Therefore, I feel that the least the company should offer would be a simple maintenance of membership clause which would call for all new workers to join the Union within a thirty-day probationary period after commencing employment. By embodying such a clause the Company would be free to retain any employees of long service who still refuse to join the Union (the number of which is not a large factor according to the evidence) as well as to hire any employees

for a testing period to see if their work is satisfactory.

In conclusion, I would like to state that the sooner the federal and provincial governments can arrange satisfactory legislation covering union security clauses in agreements, the sooner this matter will be removed from its present eminent position as the primary matter in dispute before most conciliation and arbitration boards.

All of the foregoing is respectfully submitted by

(Sgd.) GEO. A. WILKINSON,
Member.

602 Broughton Street,
Victoria, B.C.,
June 4, 1945.

Report of Board in Dispute between Massey-Harris Co., Ltd., Toronto, Weston and Brantford, Ont., and Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America

On June 18 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between Massey-Harris Co., Ltd., Toronto, Weston and Brantford, Ont., and Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

The personnel of the Board was as follows: Hon. Mr. Justice W. D. Roach, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members; Messrs. John J. Robinette and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Massey-Harris Company Limited (Toronto Works) Toronto, Ontario, (Weston Works) Weston, Ontario, and (Verity Street and Market Street Works) Brantford, Ontario, (Employer) and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (Employees)

To the Honourable the MINISTER OF LABOUR

The undersigned chairman and members of the Board of Conciliation established in this matter pursuant to the provisions of section 13(1) of the Wartime Relations Regulations P.C. 1003, beg to report as follows:

Massey-Harris Company Limited, hereinafter called the Company, operates four plants in Ontario, one at Toronto, two at Brantford

and one at Weston. In each of these plants the Company had a collective bargaining agreement with its employees, which agreement in each instance was made to expire on December 31, 1944. This expiration date had been fixed in contemplation of a master collective bargaining agreement, which would apply to all the plants and supersede the earlier collective bargaining agreements. On or about December 6, 1944, the parties commenced negotiations for such master collective bargaining agreement. Those negotiations extended over several months and the parties were finally in agreement as to all the terms of such master agreement save only the question of "Union security." The Union demanded a union shop in all the plants. The Company opposed this demand, and the parties being unable to reconcile their opposing views this Board was established. The Board met with the parties at the City of Toronto on May 5, May 18, and May 25, 1945.

At all those meetings the Company was represented by Mr. John S. D. Tory, K.C., Counsel; Edward Burgess, Vice-President in charge of production; C. B. C. Scott, Superintendent of the Toronto plant and head of the department of personnel; H. R. Ellis, Personnel Manager. The Union was represented by Mr. John Eldon, International Representative in the Toronto District; Mr. Robert Stacey, International Representative in the Brantford District; Mr. Thomas McLean, International Representative in the Weston District, and the representatives from the individual plants were as follows: Mr. Harold Taylor, President of Local No. 439 and an employee of the Toronto plant; Mr. Harvey Barber, President of Local No. 458 and an

employee at the Brantford plant; Mr. Malcolm Murdoch, President of Local 382 and an employee at the Weston plant; Mr. James Templeton, member of the negotiating committee and an employee at the Weston plant; Mr. John Henson, Secretary of Local 382 and an employee at the Weston plant.

The Board desires to record its appreciation of the unstinted assistance and co-operation given to it by the representatives of the respective parties. From the outset it was most obvious that the parties were anxious to find some common ground upon which they might agree and the proceedings before the Board were most harmonious and marked by a real and sincere desire on the part of the Company and the Union to reconcile their opposing views. If, as this Board hopes, its efforts have been fruitful, the result is due in

- (e) the proportion of skilled and unskilled employees at each plant;
- (f) comparative figures as to production in the plants;
- (g) the record of the growth of the Union and the maintenance of its membership in each plant.

It is both desirable and necessary that this information be allocated to the respective plants to which it applies.

FIRST, THE TORONTO PLANT

This plant is presently being operated for the manufacture of farming implements. During the years of the war in Europe it was also engaged in certain war work and the peak of production of war work was reached in the third quarter of 1943, from which time the number of employees engaged in war work at this plant steadily declined.

Comparative information as to number of employees on nominal pay roll

	1937	1938	1939	1940	1941	1942	1943	1944
January, February, March.....	873	1307	950	990	1880	2313	2887	3147
April, May, June.....	970	1006	696	1355	2017	2818	2926	2696
July, Aug., Sept.....	974	863	755	1418	1913	3052	2744	2604
October, Nov., Dec.....	1300	858	837	1685	2034	2975	2955	2586
							1945	
January							2387	
February							2318	
							March	2230
							April	2132

Comparative information as to number of female employees

	1940		1941		1942		1943		1944	
	Imp.	War	Imp.	War	Imp.	War	Imp.	War	Imp.	War
January, February, March.....	nil	nil	nil	nil	30	115	80	318	130	399
April, May, June.....	nil	nil	nil	nil	45	241	90	348	135	129
July, August, September.....	nil	nil	nil	nil	60	328	100	381	145	126
October, November, December.....	nil	nil	nil	37	70	362	120	435	165	134
							1945			
							Imp. War			
January	199	5							March	180 nil
February	195	nil							April	177 nil

large measure to the co-operation and assistance of the parties.

Having regard to the importance of the issue and the history of employer-employee relations between this Company and its employees and the large number of employees to be affected by this proposed master agreement, this Board thought it necessary to obtain from the parties considerable statistical information. That information included,

- (a) the number of employees on the nominal pay roll in each of the years 1937 to date, dividing each year into quarterly periods;
- (b) the number of female employees on the nominal pay roll;
- (c) the seniority record;
- (d) the number of former employees who have joined any branch of the armed forces and who upon return to civil employment will be entitled to their former jobs with the Company;

Seniority Record

Length of Employment

From 0 to 6 months.....	332
" 6 months to 1 yr.....	192
" 1 yr. to 2 yrs.....	316
" 2 yrs. to 5 yrs.....	680
" 5 yrs. to 10 yrs.....	200
" 10 yrs. and up.....	412
	2132

The total number of employees formerly employed by this plant who have joined any branch of the armed forces, 716.

As between skilled, semi-skilled and ordinary labour the present proportions are as follows:

Skilled	21.9 per cent
Semi-skilled	53.9 per cent
Ordinary	24.2 per cent

The production of farm machinery only, taking 1937 as the normal for each of the succeeding years, shows variation and is as follows:

	Per cent
1937	100
1938	86.9
1939	60.1
1940	120
1941	130
1942	118.1
1943	114.9
1944	150
1945	170.9

The Company estimated that for the next succeeding three years the number of employees to be engaged at this plant steadily would approximate 2,400. The growth of the Union and the maintenance of its membership is reflected by the following statistics quarterly.

1942, as of December 31.....	331
1943, as of March 31.....	1152
as of June 30.....	1032
as of September 30.....	1437
as of December 31.....	1550
1944, as of March 31.....	1417
as of June 30.....	1259
as of September 30.....	1140
as of December 31.....	1170
1945, as of March 31.....	1179

Those figures must be read in the light of certain other statistics. For example, there is a labour turn-over in this plant of approximately 9 per cent monthly. During the war years a substantial number of employees were brought to this plant from Eastern and

Western Canada, these employees not intending to remain as permanent employees.

Prior to the organization of the employees by the Union, there was an industrial council operating in this plant. In October, 1942, the Steel Workers Organizing Committee, C.I.O., began to organize the employees, and in January, 1943, the employees who had belonged to the Union transferred their affiliation to the United Automobile Workers, C.I.O. In July, 1943, the Union applied to the Ontario Labour Court for certification as the collective bargaining representative of all the employees. The Court directed that a vote be taken and the result of the voting was as follows:

Number of eligible employees...	2697
Number of ballots cast.....	2181
Number of rejected ballots....	21
Number of ballots marked in favour of Union.....	1569
Number of ballots marked in favour of Industrial Council..	591

By an order of the Ontario Labour Court dated November 5, 1943, the Union was certified as the collective bargaining representative under The Ontario Collective Bargaining Act.

SECOND, BRANTFORD PLANTS

There are two plants operated in Brantford, one known as the Market Street Plant and the other the Verity Plant. In the Board's meetings with the parties these plants were regarded as one. This plant is primarily a farm implement production plant. It has been engaged in some war work, namely, the production of metal fittings for aircraft.

Comparative information as to the total number of employees on the nominal pay roll quarterly

	1937	1938	1939	1940	1941	1942	1943	1944	1945
January, February, March.....	951	1000	708	971	1206	1115	2040	1533	
April, May, June.....	845	818	539	984	1001	1184	2122	1714	
July, Aug., Sept.....	612	525	567	917	981	1358	1888	1611	
October, Nov., Dec.....	947	708	783	1058	972	1800	1685	1905	
					1945				
January					1964				
February					2033				
March					1855				
April					1920				

Comparative information as to number of female employees on the nominal pay roll

	1940		1941		1942		1943		1944	
	Imp.	War	Imp.	War	Imp.	War	Imp.	War	Imp.	War
January, February, March.....	nil	nil	nil	nil	nil	10	47	384	93	199
April, May, June.....	nil	nil	nil	nil	nil	12	64	474	108	226
July, Aug., Sept.....	nil	nil	nil	nil	2	67	77	374	112	271
October, Nov., Dec.....	nil	nil	nil	10	24	160	89	301	123	296
					1945					
					Imp. War					
January					128	250				
February					132	241				
March					132	220				
April					130	213				

Seniority Record
Length of Employment

From 0 to 6 months.....	450
“ 6 months to 1 yr.....	204
“ 1 yr. to 2 yrs.....	431
“ 2 yrs. to 5 yrs.....	207
“ 5 yrs. to 10 yrs.....	40
“ 10 yrs. and up.....	588
	1920

Number of former employees who have joined any branch of the armed forces, 356. Of these 30 have returned and been re-employed.

The percentage of skilled, semi-skilled and ordinary labour as at present:

Skilled	23 %
Semi-skilled	50.2%
Ordinary	26.8%

Comparative figures as to production, taking the year 1937 as normal for farm machinery only.

	%
1937	100
1938	113
1939	68
1940	128
1941	110
1942	110
1943	105
1944	120
1945	150

Prior to the entry of the Union there was also an industrial council in these plants. In October, 1943, the Union applied to the Ontario Labour Court for certification as the bargaining representative of the employees. A vote was taken on the direction of the Court with the following result:

Number of eligibles.....	1593
Number of ballots cast.....	1430
Number of ballots rejected....	8
Number of ballots in favour of the Union.....	1039
Number of ballots in favour of the Industrial Council.....	383

The Union was certified by the Ontario Labour Court as the collective bargaining representative under the Ontario Collective Bargaining Act on February 4, 1944.

The growth of the Union and the maintenance of its membership at these plants is reflected by the following figures:

1943, November	1546
December	1581
1944, January	1609
February	1657
March	1783
April	1858
May	1919
June	1957
July	1049
August	1068
September	1110
October	1088
November	1161
December	1202
1945, January	1241
February	1285
March	1315
April	1327

These figures should be read in the light of the following fact, that in July, 1944, there were 937 employees suspended from the Union.

It would appear that at the Market Street plant as of May of this year approximately 60 per cent of employees at this plant having ten years or more seniority were members of the Union, and that at the Verity plant as of May of this year approximately 65 per cent of employees of this plant having ten years or more seniority were members of the Union.

THIRD, THE WESTON PLANT

This plant had been closed entirely from 1919 until 1940 in which latter year it was re-opened for the production solely of war equipment, namely, aircraft. When the necessity for the production of war equipment at this plant no longer exists it is problematical just to what use the plant will be put. The Federal Government of Canada has constructed a number of buildings on the land under an agreement with the Company. Notwithstanding the uncertainty as to the future so far as this plant is concerned, in contrast with the Toronto and Brantford plants, the parties were still anxious that a master collective bargaining agreement should apply to this plant.

Comparative figures as to the total number of employees on a nominal pay roll quarterly from 1940 to date

	1940	1941	1942	1943	1944
January, February, March.....	6	259	1376	2391	1560
April, May, June.....	98	493	1659	2637	1714
July, August, September.....	224	675	1982	2546	2063
October, November, December.....	199	992	2376	1744	1549
	<i>1945</i>				
January	1501				
February	1507				
March	1496				
April	1460				

Comparative figures as to number of female employees on nominal pay roll from 1940 to date

	1940 War	1941 War	1942 War	1943 War	1944 War
January, February, March.....	nil	1	272	611	425
April, May, June.....	1	24	420	669	497
July, August, September.....	1	61	499	693	632
October, November, December.....	1	131	586	478	407

	1945 War
January	398
February	409
March	405
April	392

Seniority Record
Length of Employment

From 0 to 6 months.....	27
" 6 months to 1 year.....	78
" 1 year to 2 years.....	117
" 2 years to 5 years.....	1226
" 5 years to 10 years.....	9
" 10 years and up.....	3
	<hr/>
	1460

It is obvious that some of the employees at this plant are regarded as having acquired seniority rights by reason of their employment in some other plant operated by the Company.

The number of employees from this plant who have become members of any branch of the armed forces, 500. Of these 25 have returned and been re-employed.

The arguments advanced by the representatives of the Union in favour of a union shop and those advanced by the Company against it were not new. They were substantially the arguments generally advanced, for and against where such issues arise between employers and employees and this Board does not think it necessary to enumerate them.

After exploring the situation and making various suggestions the Board suggested as a compromise that the Union abandon its request for a union shop and that the Company accede to a form of check-off. This suggestion was fruitful of some results. Labour relations between the Company and its employees have always been good, and having regard to the representations and arguments made by the parties to this Board, this Board would expect that they would continue to be good. The Union representatives intimated to the Board that for the sake of harmony and a continuance of these good labour relations that it would relinquish its demand for a union shop and accept in lieu thereof an irrevocable check-off for the life of the contract. The Company's representatives suggested with conviction that the check-off should be revocable. From that point forward the Board's discussions with the parties were limited to the subject of check-off, but the parties were unable to agree. It

is the Board's opinion, in view of the strength of the Union in all these plants and the good relations that have existed heretofore between the Company and the Union, that something more than mere voluntary check-off revocable at will should be granted by the Company. It was pointed out to the Board by the Union, and not denied by the Company, indeed agreed to by the Company, that there have been occasions when the Union in addition to serving its employees has been of substantial service and assistance to the Company when misunderstandings arose and improper inferences had been drawn and rumors circulated, both among the employees and the public, as to matters affecting the employees of the Company in connection with the war effort, and the attitude of the Company.

This Board, therefore, unanimously recommends, that the Union withdraw its request for a union shop.

The undersigned Chairman and the employer's nominee, Mr. John J. Robinette, K.C., recommend that in lieu thereof the parties agree to a voluntary check-off revocable by any employee on ninety days' notice to both the Union and the Company.

The employees' nominee on this Board, Mr. Bora Laskin, is unable to join in the foregoing recommendation because he is of the opinion that, in the light of the turn towards compromise which the proceedings before the Board took, a check-off voluntary in inception but irrevocable for the life of the collective agreement is the minimum which the Union should be urged to accept.

All of which is respectfully submitted.

(Sgd.) W. D. ROACH,
Chairman

(Sgd.) BORA LASKIN,
Member

(Sgd.) JOHN J. ROBINETTE,
Member

Dated at Toronto, Ontario, this 14th day of June, 1945.

Report of Board in Dispute between Federal Wire and Cable Co., Ltd., Guelph, Ont., and Local 3021, United Steel Workers of America.

On June 25 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between Federal Wire and Cable Company, Ltd., Guelph, Ont., and Local 3021, United Steel Workers of America. A minority report was submitted by Mr. E. MacAulay Dillon, K.C.

The personnel of the Board was as follows: His Honour Judge J. E. Lovering, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. E. MacAulay Dillon, K.C., and Herbert Orliffe, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between the Federal Wire and Cable Company, Ltd., Guelph, Ontario, and the United Steel Workers of America, Local 3021.

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

SIR:

This is a majority report of the Board of Conciliation established by you by instrument bearing date the 22nd February, 1945.

The members of the Board were Judge Egerton Lovering, E. Macaulay Dillon, K.C., and Herbert Orliffe, all of Toronto.

The preliminary meeting of the Board members themselves was held on March 28, 1945. The Board and the parties first met on April 16. Those present, apart from the members of the Board, were: W. F. C. Kidd, John Mitchell and Charles Pinson, representing the United Steel Workers of America; and J. C. Adams, representing the Federal Wire and Cable Company, Limited.

There were several points at issue, chief among them being Union Security.

Oral and written submissions were heard, and a further adjournment agreed upon to permit a written brief on behalf of the Company, and a written reply thereto by the Union representatives.

The next hearing was held on April 30, with the same parties present. The briefs before referred to were filed, and further oral submissions heard; but efforts to have the parties agree on any form of Union Security failed.

Another adjournment was agreed upon.

The Board met the parties again on June 1. Mr. J. C. Adams again appeared on behalf of the Company, Mr. W. F. C. Kidd for the local Union, and Mr. Charles Pinson for the International United Steel Workers of America. Further submissions and arguments were heard.

The parties advised the Board that they had agreed on all points at issue except that of Union Security. Further efforts of the Board to conciliate were devoted entirely to that issue. The Union representative was persuaded to forego his request for Union Shop and Maintenance of Membership, and to limit his request to that of Voluntary Check-off.

The Company could not be persuaded to agree to the Voluntary Check-off, and the Union was equally adamant in refusing to renew the old agreement, which expired on December 1, 1944, or to enter into a new agreement unless such agreements contained a Voluntary Check-off clause.

The Board met again on June 7 and June 12 for consideration of the problems raised by both parties, during the course of which it became clear that a unanimous report could not be submitted.

From the beginning of negotiations between the Union and the Company, both parties had made up their mind that neither would yield on the point of Union Security. Any form of Union Security was in the circumstances unnecessary and impractical from the Company's viewpoint. The Company alleged that the relationship between itself and the employees was harmonious, that a satisfactory agreement for bargaining was already agreed upon and ready for signature, except for the unnecessary clause providing for the Check-off; and to such clause it was emphatically opposed. Mr. Adams, for the Company, said, however, that if the Union would agree that in a year from now it would not make further requests the Company would now agree to the Voluntary Check-off. To this proposal or suggestion the Union would not agree.

The Company now has two hundred and seventy employees, and there are two hundred and forty-three of these who belong to the Union Local 3021. The majority opinion of this Conciliation Board is that since such a large percentage of the employees are members of the Local Union, and have expressed a desire for some form of Union Security, a continuation of the good relationship that has existed will be maintained and furthered if the Company will undertake such

slight additional service to its employees as the Check-off will involve.

The Company tacitly admits that it has no serious fault to find with the Voluntary Check-off in itself, and would agree to it if the Union would agree not to ask for anything more. We think this is an unreasonable attitude, and we urge the Company to change its mind, believing that such a gesture of goodwill would bear fruit in the increased efficiency and co-operation on the part of the employees.

We therefore recommend that the parties include in their new agreement a clause providing for the Voluntary Check-off.

All of which is respectfully submitted.

Dated at Toronto this 21st day of June, 1945.

(Sgd.) EGERTON LOVERING,
Chairman.

(Sgd.) HERBERT ORLIFFE,
Member.

Minority Report

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between the Federal Wire and Cable Company, Ltd., Guelph, Ontario, and the United Steel Workers of America, Local 3021.

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

SIR:

This is a minority report of the Board of Conciliation established by you on the 22nd day of February, 1945.

Collective bargaining has been in effect in this plant under an Agreement between the parties which expired on the 1st December, 1944. Since then the parties have been negotiating for a renewal of the Agreement. Since this Board of Conciliation was convened, the parties, by the usual process of mutual concessions, have agreed on all matters in dispute except the thorny problem of "union security", to adopt the term which organized labour uses to cover various forms of restrictive clauses, all of which (except the device of voluntary check-off) tend in greater or less degree to make continuous union membership a condition precedent to the continued employment of the individual employee by the employer.

During the hearings, the Union intimated that its demand under this heading had been reduced to voluntary check-off. To this the Company would not accede. This Board made every effort to conciliate and compromise these opposing positions so that the

difficulty might be resolved, but without success. In fact it would appear from the letter of the employer to the local representative of the Union, dated the 20th December, 1944, that the Union's position at that time was that if the Company did not agree to closed shop, maintenance of membership and check-off, that it would forthwith apply for the intervention of a Board, which it did early in January, 1945. (See Pinson's letter of the 3rd January, 1945.)

It is to be observed that the Union did not at that time suggest to the Company in any way that it would be satisfied with a voluntary check-off. It may well be that if the Union had done so instead of saying to the Company in effect, "As you refused to give us a closed shop, maintenance of membership and check-off, we will apply for the intervention of a Board", the lesser demand of voluntary check-off might have been granted by the Company.

I do not agree with the majority of the Board that the Company was unreasonable in refusing to concede the voluntary check-off, unless the Union would agree not to ask for some further elements of "union security". Granted an opposition in principle to the harsher and individually more restrictive clauses demanded by unions all over the country under this heading of "union security", then I see no reason why employers should concede the voluntary check-off as the first step or entering wedge which unions can, and do, use as a lever to obtain their more extremely repressive demands, unless the union concerned is willing to give some assurance (however unenforceable it might be) that when the agreement is re-negotiated at its expiration, no further demands under this heading would be made.

At a sitting of this Board on the 1st June, 1945, both parties agreed to the following statement dictated by the undersigned—"The parties agree that apart from union security, they are in substantial agreement about all other clauses heretofore discussed." At the same sitting, it developed that by what both parties called a "gentleman's agreement", relations in the plant had been and were now governed under the provisions of the expired Agreement above referred to. Both parties also agreed that present relations were now better and more harmonious under the "gentleman's agreement" than they had been during the period covered by the expired Agreement. In fact, Charles Pinson, who describes himself as "International Representative of the Union who services this plant" gave this rather peculiar reason for the present harmony. He said in effect that

relations were good because the Union was deliberately holding back important and contentious grievances until the Agreement was signed.

This demonstrates a regrettable lack of faith in the employer on the part of the Union and is quite unjustified by the facts disclosed at the sittings of the Board. This attitude, of itself, would make me very much loath to make any recommendations that this Union be afforded any form of union security whatsoever until it had demonstrated its willingness and ability to work harmoniously and with mutual trust and confidence with the employer.

But there are stronger and more compelling reasons against a Conciliation Board making any recommendations which tend to force the views of either party to any labour-management dispute on the other party, *where it is obvious to the Board that any such recommendation would not be implemented by the parties if it were made.* In this case the Union made it clear before this Board that they would not sign any agreement that did not contain provisions for the voluntary check-off. The employer was equally emphatic that it would not sign any agreement with such a provision in it. There is no possibility that a recommendation either for or against a voluntary check-off would be accepted by the party whose demand such recommendation denied.

Boards of Conciliation are just what their name implies. Their recommendations are not binding on the parties. Their duties are to try and bring the disputants to agreement by the ordinary process of give and take and mutual concession, in fact, to conciliate. Where, as in this case, that has proved impossible, then any recommendation which adopts the claim of either party and rejects the claim of the other, does not tend to conciliate but rather to antagonize. However,

the sanction of a recommendation by a Board of Conciliation, even though unenforceable, may give the successful party a lever by which it may extract from the other party a grudging and unwilling consent under pressure to concede the matter in dispute. If that happens then the document when signed should hardly be dignified by calling it an agreement, for it would not be the result of completely free and voluntary mutual negotiation and concession.

It may be that where there is a middle ground between two opposing demands, a Board of Conciliation might be justified in recommending that middle ground for the reason that it would probably be acceptable and, of course, would of necessity contain mutual concessions. Here no such middle ground exists. It is, of course, true that given the proper conditions, employers must bargain collectively with their employees, but so far, the state has very carefully refrained from requiring either employers or employees to agree to any specific terms (apart from the machinery for the settling of wage disputes) and has seen to it that Boards of Conciliation have no power to do so either. In my view, Boards of Conciliation therefore, should not, where there is no reasonable prospect of acceptance or no middle ground of compromise available, make any recommendations in respect to a dispute which falls in either or both of these categories.

It is with regret, therefore, that I find myself unable to concur in the majority report of this Board and take the position that in respect to the matter of voluntary check-off, no recommendation whatever should be made.

All of which is respectfully submitted.

Dated at Toronto, this 21st day of June, 1945.

(Sgd.) E. MACAULAY DILLON,

Member of the Board.

Settlement in Case of Montreal Tramways Company and its Employees

On May 31, 1945, an agreement was signed between the Canadian Brotherhood of Railway Employees and Other Transport Workers and Montreal Tramways Company, Montreal, P.Q. Following the signing of the agreement, Order in Council P.C. 6416, which authorized the appointment of two controllers to have custody of the business, undertaking, affairs and operations of the Montreal Tramways Company was revoked by Order in Council P.C. 4154 of June 9, 1945, and such custody and control of the property and assets were

revested in the company, effective June 11, 1945.

In May, 1944, a Conciliation Board was established to deal with a dispute which arose over the union's request for the inclusion of certain clauses including the closed shop and check-off of union dues in a collective labour agreement. The report of the Board was received on June 8 but the chairman was requested by the Minister of Labour to reconvene the Board for the purpose of clarifying certain of its recommendations and to make a

further effort to mediate the main items in dispute. The reports of the Board were reported in the August, 1944, issue of the *LABOUR GAZETTE*, pp. 976-981.

On August 2, 1944, a strike of the employees occurred and by August 11 there seemed to be no indication of a settlement being reached. Consequently, the Dominion Government, by Order in Council, P.C. 6416, appointed two controllers to have custody and control of the property of the company in so far as it relates to the operations of its transportation system, for a period commencing August 14, 1944, and ending at such time as the order was revoked.

Under the terms of the Order in Council, the parties were enjoined to continue negotiations with a view to reaching a final settlement. During these negotiations, a submission was made by the union to the Regional War Labour Board in connection with rates of wages and working conditions. On December 5, 1944, the Regional Board announced its decision. The company sought leave to appeal from the decision of the Regional Board but this was denied. In view of the special circumstances of this case and having regard also to the important and far-reaching effect on the company's whole wage structure which would result from the finding and direction appealed from, because of the elimination of ranges of wage rates and the substitution therefore of single rates, the National Board granted the application of the company for leave to appeal. At the same time, the representative of the union indicated to the Board that his organization was not opposing the company's application for leave to appeal.

In its Finding and Direction, the National Board refrained from disturbing the decision

of the Quebec Regional War Labour Board in so far as it reduced the number of classifications but expressed the opinion that it would be neither fair to the company nor fair to the employees in the circumstances of this case to direct so drastic a change from existing ranges of wage rates to single wage rates as proposed by the Regional Board. In order that there should be no opportunity for discrimination in this connection the National Board directed that the ranges of wage rates for each classification be so designed that employees if they acquire the necessary skill and experience, may, within reasonable time, progress to the top of the range. The Board considered it advisable that the schedule of ranges of wage rates should be in actual operation for a period of two months in order to assist it in determining whether or not revision or amendment was desirable in a certain number of classifications for which evidence and exhibits were presented to both the Regional and National Boards.

Following the Finding and Direction of the National War Labour Board, there were further negotiations between the parties which resulted in an agreement being reached.

The company recognizes the Brotherhood as the sole bargaining agency of the employees of the company. The company also agrees to deduct from wages, upon authorization by the individual employee, the amount of union dues, such authorization being irrevocable during the term of the agreement.

A summary of the agreement appears in the article *Recent Collective Agreements* elsewhere in this issue.

Conciliation Work of the Industrial Relations Branch During June, 1945

Activities Under the Conciliation and Labour Act and Other Legislation

OFFICERS of the Industrial Relations Branch dealt with 17 industrial disputes during the month of June, involving 11,384 work-people employed in 35 separate establishments. Of these, eleven were new disputes which originated during the month and six were situations which had been unterminated as of May 31 and received further attention in June. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed

under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, and Glace Bay. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers

in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton,, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Industries

MINING AND SMELTING, ETC.

Coal Mining 3

MANUFACTURING

Animal Foods 2

Metal Products 5

Shipbuilding 3

Non-Metallic Minerals, Chemicals, etc... 1

CONSTRUCTION

Buildings and Structures 1

TRANSPORTATION

Water 1

Electric Railways and Local Bus Lines.. 1

Nature of Dispute or Situation

Strike or Lockout 5

Threatened strike 3

Controversies 3

Arbitrations 3

Requests to conduct consent elections... 1

Requests for services of Commissioners.. 2

Predominant Cause or Object

Increase in wages 4

Decrease in wages 2

Other causes affecting wages and work-

ing conditions 1

Recognition of Union 1

Discharge of workers for union member-

ship or activity 2

Employment of Union members only.... 1

To secure or maintain union wages and

working conditions 1

Union jurisdiction 1

Discharge of workers for other than

union activity 2

Unclassified 2

Disposition

Strike terminated by mediation or other

Departmental Action 2

Threatened strike averted by mediation.. 1

Decision rendered in arbitration..... 2

Technical services completed 1

Agreement signed 1

Written statement terminating situation

Dispute lapsed or called off; no further

action required 1

Disposition Pending 8

Results

In favour of employees 3

In favour of employer 1

Compromise or partially successful..... 3

Indefinite or unterminated..... 10

Method of Settlement

Conciliation or mediation..... 5

Arbitration 2

Administrative action 1

Investigation only 1

Settlement Pending 8

Brief summaries of a few of the cases of chief interest are given below:—

Coal Miners, Nova Scotia and New Brunswick—In previous issues of the *LABOUR GAZETTE*

(March, April, June, 1945) reference was made to a threatened strike by members of District 26, United Mine Workers of America, who are employed by 17 coal mine companies in the Maritime Provinces, and to the recommendations of an Industrial Disputes Inquiry Commission under the chairmanship of the Honourable Mr. Justice W. F. Carroll, of Halifax, N.S. Following the release of the Commission's report, the District Executive of the Union extended its collective agreement for 15 days to July 15th, in order to conduct a referendum among the union members. The miners voted by 5132 to 4072 to reject the Commission's recommendations as the basis of a new agreement with the operators. The Union then extended its contract for a further 15-day period to permit further negotiations with Government representatives. To prevent any misunderstanding, the Minister of Labour on June 19, notified the Union Executive that the considered attitude of the Government was that it was prepared to authorize an increase of 25 cents per ton in the price of coal for the duration of the war and for at least 12 months. The offer provided that the amount produced by the increase in the price of coal would be set aside and divided among the workers in such proportion to each worker as might be agreed upon between the Union and the operators. The Minister's proposal was not acceptable by the District Executive Board, and the Union then extended its contract to July 15th and requested further direct conversations with the Minister and Officers of the Department of Labour. Negotiations were scheduled to take place on July 4 and 5.

Packing Plant Workers, Hamilton, Ont.—On May 31, the Department received advice that an industrial dispute had occurred at the plant of Fowler's Canadian Co., Ltd., Hamilton, Ont. It was variously reported that a strike had occurred over the discharge of one worker and that the Company had ordered the workers from the plant after a slow-down occurred. The workers involved were members of Local 188, United Packinghouse Workers of America. Mr. R. H. Hooper, Industrial Relations Officer, investigated the situation and reported that the predominant cause of the dispute was a delay which had occurred in negotiations for a new collective agreement to replace one signed two years previously. The negotiations followed the report of a Board of Conciliation, to which reference has been made elsewhere in the *LABOUR GAZETTE*. At Mr. Hooper's suggestion, negotiations were at once resumed and mutual agreement was reached on the points at issue in regard to grievance procedure and hours of work. After the employees decided to return to work and

resume normal production on June 4, a collective agreement was signed on the same day.

Coal Miners, Blairmore, Bellevue and Coleman, Alta.—During May, on joint request of District 18, United Mine Workers of America, and the Western Canada Bituminous Coal Operators' Association, the Minister of Labour appointed Mr. R. K. Henderson, of Nanaimo, B.C., to act as Independent Chairman to arbitrate certain disputes affecting coal miners in the Crow's Nest Pass area. The decisions of the Independent Chairman were made early in June. One dispute involved the fixing of a price of a new Slope Contract at the Blairmore No. 5 Mine, No. 2 Seam, of the West Canadian Collieries Limited, in connection with which the Union asked for the same rates that were paid by the Company in driving a slope at another mine, plus increases in proportion to the angle of inclination. After visiting the mine the Chairman ruled that the price offered by the Company was fair and reasonable and should be accepted by the men.

Another dispute involved the claims of three employees of the Bellevue Mine of the same Company for an additional half shift credit on their holidays with pay. The men claimed that on the day in question they had properly gone home without completing their shift because the chute was full and they could not continue work at the mine face. The Arbitrator agreed with the Company that the situation could have been quickly remedied, and dismissed the men's claim on the ground that they did not make any complaint to the official in charge.

A third dispute concerned the tonnage rate to be paid to four miners employed in the Bellevue Mine of West Canadian Collieries

Limited. The question was whether the room price of 65 cents per ton or the pillar price of 53 cents per ton should be paid for certain work performed. Pointing out that the Fireboss had instructed the men to do the work in the most practical and safest way, the Chairman ruled that the men were entitled to the room tonnage rate of 65 cents for driving through the pillar.

Another dispute involved claims for holidays with pay by two employees of the Bellevue Mine, West Canadian Collieries Limited, who had been absent through illness and injury. The ruling was that under the terms of the collective agreement the men were entitled to claim three days in each calendar month as working time.

In connection with a claim for holidays with pay by an employee of the McGillivray Creek and Coal and Coke Company, Limited, Coleman, Alta., the Chairman decided that the reasons for the man's quitting work during the period in dispute were beyond his control and that he was entitled to six days' holidays with pay earned in 1944.

The final matter submitted to arbitration related to the payment of certain miners of Hillcrest-Mohawk Collieries Limited, Bellevue, Alta., after they had elevated a chute. The Company claimed that the men had ignored instructions to lay the chute on the bottom coal and continue on a certain pitch. The men contended that it was necessary to elevate the chute and claimed extra pay of 16 cents per ton. The Chairman accepted the explanation of the men and decided that they should be paid the extra amount for all coal loaded from the upper 27 feet of the Room but were not entitled to extra pay for the lower portion.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Transportation and Public Utilities: Electric Railways and Local Bus Lines

MONTREAL, QUEBEC.—THE MONTREAL TRAMWAYS COMPANY AND THE CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS

As noted on page 986 of this issue, this agreement was signed May 31. It is to be in effect from June 1, 1945, to May 31, 1946, and thereafter until revised or superseded. The company recognizes the Brotherhood as the sole bargaining agency of the employees and agrees to negotiate with the General Adjustment Committee selected by the Brotherhood for the settlement of any grievances. New employees will be informed of this.

Representatives of the Brotherhood may have leave of absence for union business. Routine notices of interest to the employees may be posted by representatives of the Brotherhood, and no other documents may be posted without the permission of the head of the department concerned.

Check-off: the company agrees to deduct and pay over to the union, for the duration of the agreement, the fixed union dues of employees who so authorize this. No organization will be permitted to collect union dues on company's premises.

Additional remuneration: the total gross receipts from passenger bus and tramway fares is calculated once each year and if such annual receipts exceed \$15,000,000, 25 per cent of the amount in excess of \$15,000,000 will be paid out to employees of at least one year's standing who have earned \$2,500 or less, in proportion to their earnings.

Apprentices are limited to less than 5 per cent of the regular employees, and no employee is to be classed as an apprentice for more than three years.

Vacation: one week's annual vacation with pay to employees with one year's service, except employees of the cashier's department who have 2 weeks' vacation.

Provision is made for seniority rights, safety and health and for the settlement of grievances.

Transportation Department

Hours: the choice of runs is by seniority. One day off in seven. As many runs as possible, but not less than 65 per cent of runs listed will be straight runs with or without a break for meals, varying between 7½ hours and 8½ hours including pulling-out and pulling-in time and completed within a maximum of 13 hours, but not less than 50 per cent of all assigned runs will be completed in 11 hours or less; not more than 10 per cent of the runs may be for less than 7½ hours, to be completed within 13 hours (secondary assignments). The remaining 25 per cent are odd runs with not more than two breaks, to be completed within 14 hours (voluntary assignments), and the booking of such runs is not obligatory except for employees in the rotating spare list. Employees accepting secondary or voluntary assignments, as well as spare employees, are guaranteed a minimum of 6 hours' pay at basic rates multiplied by the number of working days in a pay period.

Overtime: time worked over 8½ hours either on any week day, on Sunday or on a holiday is payable at time and one half the employee's basic rate. Employees required to work on Sunday when Sunday is one of their ordinary work days will be paid 5 cents per hour extra. Employees required to work on their weekly day off or on seven specified holidays to be paid at time and one quarter.

Uniforms and protective clothing are supplied by the Company. Seniority governs in case of lay-off and rehiring after lay-offs.

Hourly wage rates: conductors, motormen and car starters, 56 cents during first year, 61 cents during second year and 66 cents thereafter; operators of one-man cars, 61 cents during first year, 66 cents during second year and 71 cents thereafter; autobus chauffeurs 67 cents during first year and 71 cents thereafter; hillmen and switchmen 48 cents during first year and 50 cents thereafter. A premium of 10 cents per hour over basic rates is payable to employees training platform men or autobus chauffeurs, to employees in charge of sweepers, plows and other snow equipment, to crane operators on crane cars, etc., a premium of 5 cents per hour is payable to helpers on sweepers and other snow equipment, on crane cars, etc.

Rolling Stock Department

In the Youville shops, hours are 9 per day, 5 on Saturday, a 50-hour week, with overtime and Sunday and holiday work payable at time and one half; for a special call to work overtime, a minimum of 2½ hours' pay at time and one half is guaranteed. Gloves (where necessary), goggles, and half cost of overalls is payable by the company.

In the car barns, hours are 9 per day for 5 days, 5 on the short day, a 50-hour week, with

overtime on regular working days and on Sundays and holidays payable at time and one-half; for a special call to work overtime, a minimum of $2\frac{3}{4}$ hours' pay at time and one-half is guaranteed; work on Sundays and holidays at time and one-quarter, with a minimum of $3\frac{1}{5}$ hours pay at time and one-quarter. Gloves (where necessary), goggles, and half cost of overalls is payable to the employer.

Hourly wage rates in Youville shops: machinists 66 to 78 cents, machine operator 58 to 62 cents, fitter 69 to 73 cents, millwright 74 to 78 cents, welder 72 to 76 cents, toolmaker 80 to 84 cents, blacksmith 66 to 76 cents, electrician 70 to 74 cents, wireman 60 to 64 cents, carpenters 65 to 75 cents, upholsterer 70 to 74 cents, painter 64 to 74 cents, car scrubber 48 to 52 cents, labourer 48 cents.

Hourly wage rates in car barns: truck, brake and motor, fender, electrical inspectors 62 to 66 cents; troubleman, pitman, 62 to 66 cents; car starter 56 to 66 cents, car and shop cleaners 48 cents, stationary fireman 60 and 70 cents.

Construction Department

For the track department, regularly assigned hours (except for switchmen) are 9 per day, 5 on Saturdays, a 50-hour week, but employment is regulated to conform to this standard only so far as work is available and when weather conditions and other contingencies permit; switchmen's regular assigned hours are 9 per day, 6 days per week, a 54-hour week. Overtime for track department employees: day shifts employees, time and one-quarter until midnight and time and one-half thereafter; for overtime commencing between midnight and 5 a.m. is payable at time and one-half with minimum payment for $2\frac{3}{4}$ hours; for night shift employees, overtime is payable at time and one-quarter until noon and double time thereafter; for a special call for overtime work, time and one-half with a minimum of $2\frac{3}{4}$ hours at overtime pay; overtime rates are not applicable to night watchmen; work on Sundays and seven specified holidays is at time and one-quarter, with a minimum of $3\frac{1}{2}$ hours' pay. Protective clothing is supplied to section foremen, switch inspectors and others required to work in the rain; suitable shelters for use of watchman in inclement weather are supplied.

For construction shops, buildings and structures division, regularly assigned hours are 9 per day for 5 days, 5 hours on the short day (a 50-hour week) but employment is regulated so far as work is available and weather conditions, etc., will permit. Overtime conditions are similar to those noted above for the track department. Gloves and goggles are provided where necessary.

Hourly wage rates in track division: rail bender 71 cents, senior trackman 62 cents, driller and switch inspector 62 cents, trackman 54 to 60 cents, labourer 48 cents. Hourly wage rates in track service division: welder 64 to 68 cents, grinder 56 to 60 cents, blacksmith 66 to 76 cents, mechanic 70 to 76 cents. Hourly wage rates in building and structures division: carpenter 65 to 75 cents, plumber 68 to 78 cents, electrician 68 to 78 cents, bricklayer 66 to 74 cents, painter 66 to 74 cents, truck drivers 66 cents, labourer 48 cents.

Autobus Mechanical Department

Hours: 9 per day for 5 days, 5 hours on the short day, a 50-hour week. Overtime is pay-

able at time and one-half, with a minimum of $2\frac{3}{4}$ hours' pay at overtime rates when overtime is a special call to work outside regular hours; work on Sundays and seven specified holidays is at time and one-quarter for regular hours, with a minimum of $3\frac{1}{5}$ hours' pay, and time and one-half for work outside regular assigned hours: protective clothing and goggles are supplied by the company when necessary.

Hourly wage rates: machinists 66 to 78 cents, engine repairmen 65 to 77 cents, unit overhaul men 60 to 77 cents, chassis repairmen 61 to 77 cents, welder and solderer 61 to 76 cents, electrical repairmen 61 to 77 cents, body repairman 63 to 77 cents, brake repairman 60 to 77 cents, helpers 52 to 56 cents, apprentices 34 to 54 cents, tire repairman 56 to 60 cents.

Power Department

For power houses and substations, hours are 8 per day, 6 days per week, a 48-hour week, with overtime at straight time for the first half hour and at time and one-half thereafter: if overtime is a special call, a minimum of $2\frac{3}{4}$ hours' pay at overtime rates is payable. Each employee shall as far as practicable, have a regular seventh day off duty each week (preferably Sunday). Maintenance employees required to work on Sundays or holidays to be paid at time and one-half with a minimum of $2\frac{3}{4}$ hours' pay at overtime rates. Operating employees required to work on Sundays and holidays will be paid 5 cents per hour over regular basic wage rate and any overtime on these days at same rate as overtime on other days.

Hourly wage rates: station operators 72 to 76 cents, dynamo tenders 65 cents, inspector and supervisor \$200 per month, meter inspector \$140 per month; electrical maintenance—electrician 68 to 78 cents, helper 58 to 62 cents, fitter 68 to 72 cents; mechanical division—shift enginemen 91 cents, assistant engineman 72 cents, fireman 58 to 64 cents.

Overhead Department

Hours: 9 per day for 5 days and 5 hours on the short day, a 50-hour week. Overtime is payable at time and one-quarter to midnight and time and one-half thereafter; employees commencing work between midnight and 5 a.m. and employees working overtime on a special call are to be paid a minimum of $2\frac{3}{4}$ hours at time and one-half, and time and one-half thereafter; work on Sundays and holidays at time and one-quarter, with a minimum of $3\frac{1}{2}$ hours' pay, for regular hours and time and one-half thereafter; protective clothing is supplied.

Hourly wage rates: lineman 66 to 68 cents, groundman 64 cents, motor truck driver 62 and 64 cents, motorman (trans.) and conduit inspector 66 cents.

Cashier's Department

Hours: 8 hour shifts, employees working on a 3 shift basis one day off every eight days and two days (Saturday and Sunday) in the seventh week. The choice of positions and shifts is by seniority. The present practice of sick leave with pay is to be continued. Monthly wage rates: ticket clerks \$135 and \$142, branch ticket clerks \$107 and \$112, general clerks \$135 to \$175.

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (MOTORMEN, CONDUCTORS, ONE-MAN CAR OPERATORS, BUS DRIVERS, AND TROLLEY BUS OPERATORS' UNIT OF ONE BIG UNION).

Agreement to be in effect from December 1, 1944, to April 30, 1946, and thereafter until 30 days' notice. Neither the company nor the employees shall discriminate against any employee for being or not being a member of the union.

Hours of work: standard working day to be 7 hours, with a minimum day of 7 hours and a maximum day of 7 hours and 40 minutes including "reporting time" and "putting away time" except that for duration of the war these times are 7 hours and 30 minutes and 8 hours and 10 minutes respectively. Overtime: time and one-half for all work in excess of the maximum working day and for all time worked on their day off. Employees shall be supplied with transportation on all city and suburban car lines and bus lines where regular city fares apply. The company will pay all excess of premium over sixty cents per month on \$1,000 insurance on the life of each employee insured under its group life policy and it is understood that all new permanent male employees are required to carry this insurance. Vacation: one day with pay for each 24 days worked not exceeding 12 days, to each employee who has completed 12 months continuous service.

Wage rates: two-man car operators first six months 66 cents per hour, next succeeding twelve months 70 cents, after 18 months 74 cents; one-man car operators, busmen and trolley bus operators 5 cents per hour additional; Sunday work 5 cents per hour extra; training new men, 20 cents per hour extra.

Provision is made for seniority rights and grievance procedure.

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (MOTOR BUS AND TRUCK DEPARTMENT EMPLOYEES UNIT OF ONE BIG UNION).

This agreement is similar to the above with the motormen, conductors, etc. unit with the following exceptions:

Hours of work: 8 per day, excepting for such men as are required for the over-lapping of shifts; truck drivers 8½ hours per day. Overtime: time and one-half for work in excess of the above hours and when called for work on Sundays and Dominion holidays. Double time for work over 16 consecutive hours.

Wage rates: classification "A"—Air brakemen, wiremen, tiremen, painters, welders, electricians, battery men and class A mechanics and body shopmen 89 cents per hour; classification "B"—air brakemen and class B mechanics and body shopmen 79 cents; classification "C"—oilers, greasers, gas and dispatcher men and learner mechanics and body shopmen 74 cents; classification "D"—utility men and truck drivers 69 cents; classification "E"—general helpers with established seniority 59 cents. Four years experience in the particular class of work involved, including the period as "learner" shall be required before promotion to classification

"A". There is no mention of free transportation.

WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (MECHANICAL DEPARTMENT EMPLOYEES' UNIT OF ONE BIG UNION).

This agreement is similar to the above with the motormen, conductors, etc. unit with the following exceptions:

Hours of work: mechanics and other car house employees except general helpers, 8 per day, 88 per 2 weeks, general helpers 8 per day 48 per week. Overtime: time and one-half for all time worked outside of the above hours.

Wage rates: classification "A"—machinists, sheet metal workers, blacksmiths, welders, armature winders, trolley bus repairmen, carpenters, pipe fitters, upholsterers, painters, air brakemen, and wiremen 89 cents per hour; classification "B"—wheelmen, electric repairmen, motor inspectors, trolley bus repairmen (3 years experience) 79 cents; classification "C"—oilers, pitmen and trolley bus repairmen (2 years experience) 74 cents; classification "D"—motor repairmen, babbittmen, machinist helpers, blacksmith helpers, armature winder helpers, trolley bus repairmen (one year's experience), fendermen, supply truck driver, trolley men 69 cents; classification "E"—trolley bus repairmen (6 months experience) 64 cents; classification "F"—general helpers with established seniority 59 cents; apprentices 43 cents in first 6 months increased every 6 months to 83 cents for second 6 months in fifth year. An apprenticeship plan is in effect.

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (TRACK DEPARTMENT EMPLOYEES' OF ONE BIG UNION).

This agreement is similar to the above with the motormen-conductors unit, with the following exceptions:

Hours of work: 48-hour week May 1 to September 30, and a 44-hour week October 1 to April 30.

Wage rates: electric welders 84 cents per hour; leading trackmen 79 cents; acetylene cutters 74 cents; electric welders' assistants, switch inspectors and switch and diamond repairmen, emergency men, grinder men, flat car motormen, tool repairmen, truck drivers, compressors and derrick men 69 cents; flat car motormen (part time) shimmers 64 cents; labourers with established seniority 59 cents.

Track workers to be put on the seniority list of truck helpers and to be given every opportunity to qualify as truck drivers, according to seniority.

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (TICKET SELLERS' UNIT OF ONE BIG UNION).

This agreement is similar to the above with motormen-conductors, etc. with the following exceptions:

Hours of work: 7½ hours per day weekdays, 7½ on Sundays including 15 minutes "taking over" time and 15 minutes "balancing" time.

Wage rates: \$135 per month after six months' service. There is no mention of sick benefit fund.

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (STORE-KEEPERS' UNIT OF ONE BIG UNION).

This agreement is similar to the above with the motormen-conductors, etc. with the following exceptions:

Hours of work: $7\frac{1}{2}$ per day Monday through Friday, 4 on Saturday for day men, 8 hour shift for nightmen including 20 minutes for lunch.

Wage rates: senior store clerks \$137 to \$157 per month, warehousemen \$94 to \$132, female clerks \$94 to \$109. There is no mention of sick benefit fund.

Transportation and Public Utilities: Electricity and Gas

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (ELECTRIC POWER PRODUCTION AND DISTRIBUTION UNIT OF ONE BIG UNION).

Agreement to be in effect from December 1, 1944, to April 30, 1945, and thereafter until 30 days' notice. Neither the company nor the employees shall discriminate against, or intimidate any employee for being or not being a member of the union.

The company will pay all excess of premium over sixty cents per month on \$1,000 insurance on the life of each employee insured under its Group Life policy and it is understood that all new permanent male employees are required to carry this insurance. Employees shall be supplied with transportation on all city and suburban car lines and bus lines where regular city fares apply. All monthly rated employees shall be allowed pay while absent from work on account of illness up to a maximum of 15 working days in any one year; country patrolmen, who are not allowed equivalent time off for overtime worked, are allowed up to 30 days.

Vacation: monthly rated employees who have completed 12 months' continuous service shall receive one day with pay for each full month worked; hourly rated employees with 12 months' continuous service shall receive one day with pay for each 24 days worked, not exceeding 12 days.

Hours of work: power plants—operating staff 8 per day, 48-hour week, maintenance staff 8 per day Monday through Friday 4 on Saturday, a 44-hour week; substations—three-shift stations 8 consecutive hours per shift, 48 per week: in two-shift stations $9\frac{1}{2}$ hours per shift 5 days per week, patrolmen (city) 8 per day a 44-hour week (country) 8 per day a 48-hour week; substation maintenance and construction department, meter department and telephone and signal section of railway distribution department—day-men 8 per day Monday through Friday, 4 on Saturday a 44-hour week, shift men 8 per shift 88 per two weeks; truck drivers assisting journeymen, 8 per day a 48-hour week. Overtime: substations—time and one-half for first four hours worked in excess of regular hours, thereafter double time, and for work on "off day"; substation maintenance, etc.—day men, time and one-half for work after regular hours up to 12 midnight, thereafter and for work on Sundays and all legal holidays double time. Employees not to be laid off to balance overtime worked.

Wage rates: power plant—operators \$163 to \$191 per month, floormen \$154, relief floormen

\$106 to \$148: at Pinawa—oilers \$148 to \$160, cleaners \$106 to \$138; maintenance—electrician \$202, utility man \$185, blacksmith, machinist \$177, labourers (after 6 months) 59 cents per hour; substation operators—71 cents to $94\frac{1}{2}$ cents per hour, floormen 58 to $66\frac{1}{2}$ cents, patrolmen \$168 per month; substation maintenance and construction department, meter department and telephone and signal section of railway distribution department—station maintenance man (journeyman) \$1.01 per hour, helpers and apprentice helpers 53 to 82 cents, truck drivers assisting journeymen 74 cents, labourers with seniority 59 cents; meter department—instrument man, installer, $97\frac{1}{2}$ cents per hour, installer improver 89 cents, meterman $51\frac{1}{2}$ cents (first year) to 79 cents after two years, telephone and signal section of railway distribution department—senior repairman 97 cents, machinist, welder signal maintainer 89 cents, assistant signal maintainer 82 cents, helpers 43 to 69 cents; railway distribution (emergency) truck drivers assisting journeymen $76\frac{1}{2}$ cents.

Provision is made for seniority rights, apprenticeship plan and grievance procedure.

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (METER READERS' UNIT OF ONE BIG UNION).

This agreement is similar to the one with the Electric Power Production and Distribution Unit, noted above, with the following exceptions:

Hours of work: $7\frac{1}{2}$ per day Monday through Friday, 4 on Saturday, a 40 $\frac{1}{2}$ -hour week.

Wage rates: \$120 per month after first six months to \$150 per month during second six months of third year and thereafter.

Manufacturing: Vegetable Foods

KELOWNA, B.C.—MEMBERS OF THE OKANAGAN FEDERATED SHIPPERS ASSOCIATION INC. AND FRUIT AND VEGETABLE WORKERS' UNION

Agreements to be in effect from May 1, 1945, to May 1, 1946, and thereafter subject to 60 days' notice. The employers recognize the union as the sole collective bargaining agency for their employees covered by this agreement. All present employees who are now or later become members of the union must as a condition of employment maintain their union membership. The employers recommend to all eligible employees membership in the union. There shall be no discrimination against any member of the union by the employers because of union activities. Check-off: provision is made for deducting union dues from pay of those who so authorize and remitting of same to union monthly. Overtime: time and one half for work in excess of 10 hours per day and double time for work after 12 hours per day.

Wage rates: receiver, 62 to 67 cents per hour; dumpers and nailer operator 57 to 62 cents; truckers, stackers, skidmen, car bracing and swampers, 57 cents; hand pressmen 62 to $64\frac{1}{2}$ cents; truck drivers 57 to 67 cents; wiring, electrician, mechanic, stacking, dispatchers and cold storage help 62 cents; coopering and acid men 67 cents; processing plant:—general help, male 57 cents, female 46 cents including sorters; checkers 46 to 55 cents; packing and box making are at piece rates. All female workers placed on any job or any classification formerly

occupied by a male worker, must receive the rate for the male classification, provided, however, she is capable of doing the work without further assistance.

Vacation: one week with pay to all steady employees working on an hourly basis after one year's continuous service, to be taken at a time not to interfere with packing operations. Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (ELECTRIC APPLIANCE REPAIR DEPT EMPLOYEES' UNIT OF ONE BIG UNION)

Agreement to be in effect from December 1, 1944 to April 30, 1946, and thereafter to 30 days' notice. Neither the company nor the employees shall discriminate against or intimidate any employee for being or not being a member of the union.

Hours of work: 8-hour day, Monday through Friday, 4 on Saturday, a 44-hour week. Overtime: employees required to work over half an hour after completion of the regular working day shall be allowed 40 cents for lunch. Employees shall be supplied with transportation on all city and suburban car lines and bus lines where regular city fares apply. The company will pay all excess of premium over sixty cents per month on \$1,000 insurance on the life of each employee insured under its group life policy and it is understood that all new permanent male employees are required to carry this insurance. Vacation: all employees upon completion of one year's continuous service shall receive one day with pay for each full month worked in the preceding 12 months.

Wage rates: Senior repairmen \$153 per month, junior repairmen \$138, helpers \$88 to \$108.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Non-Metallic Minerals, Chemicals

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (GAS PRODUCTION EMPLOYEES' UNIT OF ONE BIG UNION)

Agreement to be in effect from December 1, 1944, to April 30, 1946, and thereafter until 30 days' notice. Neither the company nor the em-

ployees shall discriminate against any employee for being or not being a member of the union.

Hours of work: men on battery and steam boilers 8 per day, a 48-hour week; yardmen, labourers, etc., 9 per day, a 50 hour week; two mechanics, coal unloaders and labourers on routine operations 9 per day, a 54-hour week. Overtime: time and one half after regular hours. Vacation: one day with pay for each 24 days worked, not exceeding twelve days in total, for each employee who has completed twelve months' continuous service prior to April 1. Employees shall be supplied with transportation on all city and suburban car lines and bus lines where regular city fares apply. The company will pay all excess of premium over sixty cents per month on \$1,000 insurance on the life of each employee insured under its group life policy and it is understood that all new permanent male employees are required to carry this insurance.

Wage rates: millwright 89 cents per hour; shift engineer 83 cents; heaters, producer operator, repairmen 79 cents; pusher operator, door lifter operator 78 cents; quenching car operator, coal elevator and mixer operator. 76 cents; boiler washer 71 cents; boiler man, oiler 69 cents; utility operators 67 cents; coal unloaders 66 cents; repair helpers 63 to 69 cents; laboratory helpers, machine operators 63 cents; yardmen and labourers 59 cents.

Provision is made for seniority rights and grievance procedure.

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND WINNIPEG ELECTRIC EMPLOYEES' FEDERATED COUNCIL (GAS DISTRIBUTION EMPLOYEES' UNIT OF ONE BIG UNION)

This agreement is similar to the above agreement with the gas production employees' unit with the following exceptions:

Hours of work: 8 per day, a 44-hour week except troublemen on day shift shall work 9 hours per day, 54 per week, and troublemen on night shift shall work 8 hours per night, 48 per week, certain men in charge of stored trucks 8½ hours per day, 47 per week.

Wage rates: fitters, furnacemen and commercial servicemen 81 cents to 89 cents per hour; troublemen and meter changers 75 to 84 cents; meter repairmen, appliance servicemen, compressormen—caulkers, caulkers and main inspector 69 cents to 81 cents; appliance repairmen, appliance inspectors and fitter helpers 65 cents to 75 cents; dripmen 75 cents; truck drivers and general maintenance men 69 cents; labourers (after 6 months) 59 cents.

Collective Agreement Act, Quebec

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the

trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the

LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the extension of one new agreement and the amendment of four others, all of which are noted below. Requests for the amendment of the agreement in the corrugated paper box industry for the province, retail trade for Quebec city, and barbers and hairdressers at Chicoutimi were published in the *Quebec Official Gazette*, May 19. A request for the amendment of the building trades agreement at Montreal was gazetted May 26 and corrected in the June 2 issue. Requests for the amendment of the agreements for bakers at Quebec, barbers and hairdressers at St. Jean and Iberville, grocery store employees etc. at Sherbrooke, and manufacturers of sheet metal products at Montreal, were gazetted June 2. A request for a new agreement for municipal employees at Sherbrooke was also gazetted June 2. Requests for the amendment of the railway car and bus manufacturing industry at Montreal, for barbers and hairdressers at Valleyfield, and for hardware and paint stores at Quebec were published June 9.

In addition, Orders in Council were published approving or amending the constitution and by-laws of certain parity committees, and others approving the levy of assessment on the parties.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL

An Order in Council, dated May 24, and gazetted June 2, amends the previous Orders in Council for this industry (L.G. June, 1945, p. 873, May, p. 720; February, p. 182, and previous issues). The amendment does not affect the summary already given.

Manufacturing: Metal Products

RAILWAY CAR AND BUS MANUFACTURING, MONTREAL

An Order in Council, dated May 24, and gazetted June 2, makes obligatory the terms of an agreement, between The Canadian Car and Foundry Company Limited, and The Association of Employees of Turcot and Dominion Works and refers to these two plants only. Agreement to be in effect from June 2, 1945, to March 1, 1946, or to March 1, 1947, if no notice given.

Hours: 9-hour day, 5 on Saturday, a 50-hour week excepting power house and sprinkler and heating system attendants who work a 56-hour week and watchman a 60-hour week. Overtime is payable at time and one-half, double time after 12 hours except in specific cases. Double time is payable for work on Sundays and on eight specified holidays; for continuous shift work, time and one-half if required to work on regular day off. Vacations will be granted in accordance with established company policy.

Hourly wage rates: Turcot Works, bolt and nut department—bolt and nut maker 85 cents, bolt threading machine operator 65 and 70 cents, die setter 80 and 85 cents, heater 65 cents, nut tapper 55 and 60 cents, rivet maker 75 to 85 cents, shear man 65 and 70 cents; cabinet shop—cabinet maker 80 to 90 cents, improver 76 cents, glue-press operator 70 cents; cabinet mill and lumber yard—machine operator wood mill 75 to 85 cents, elevator operator 60 cents, machine operator freight mill woodwork 70 to 80 cents; lumber yard—inspector of lumber 65 to 75 cents, tally man 60 cents, kiln attendants 65 to 90 cents; freight wood mill—general and special machine operator helpers 55 and 60 cents; toolroom—saw filer 75 to 85 cents, saw filer—improver 70 cents, labourer (outside) 58 cents; canteen—checker 59 cents, cashiers 51 and 54 cents, salad woman, counter girl, sandwich girl 41 and 47 cents; electrical department—crane operator 74 and 78 cents, electrician 80 to 90 cents; foundry—wheel-maker 70 cents, coremaker and moulder 85 to 95 cents, wheel roller 65 to 75 cents, repairman 70 to 80 cents, cupola operator 80 and 85 cents, boring mill operator 70 cents, sandblast machine operator 65 and 70 cents, tread grinder operator 70 to 80 cents, sand mullers operator 65 to 75 cents, scrap breaker operator 65 and 70 cents, maintenance man on wheel making equipment 65 to 75 cents, fettler (chipper, grinder) 70 and 75 cents, flask maker 75 and 80 cents, foundry crane operators 74 and 78 cents; freight car assembly—bucker 75 cents, chipper 65 and 70 cents, car builder 75 cents, crater and packer 75 and 80 cents, car hauler 65 cents, rivetter and caulker 85 and 90 cents, slinger 85 cents, welder 80 to 95 cents, burner 75 and 80 cents; general stores—storemen 70 to 80 cents, checker 65 to 75 cents, truck driver 65 and 70 cents, labourers 55 and 58 cents; labour department—crane follower (yard) 63 cents, carter 58 cents, electric truck driver 60 cents, tractor operator 65 cents; machine shop—storeman 75 cents, car bench specialist 70 to 80 cents, die maker \$1.05, drill operator 70 cents, machinist 85 to 95 cents, tool maker \$1, metal pattern shop—pattern maker 90 cents to \$1, storekeeper 80 cents; millwrights—beltman 85 cents, carpenters 80 and 90 cents, engineer of yard crane 88 cents, cement finisher 75 cents, millwrights 85 to 95 cents, welder 80 to 95 cents, burners 75 and 80 cents, paint department—dippers 65 and 70 cents, glazier 75 and 80 cents, letterer 85 and 90 cents, painter and varnisher 70 to 80 cents, sprayer of passenger cars 80 to 90 cents, sprayer of freight cars 70 to 80 cents, stenciller 70 and 75 cents; passenger car assembly—inside finisher and trimmer 80 to 90 cents, toolroom charge hand 95 cents, storeroom attendant 70 to 80 cents, welder 80 to 95 cents, burner 75 and 80 cents; pipe fitting department—plumber and steamfitter 80 to 95 cents, maintenance man for heating system 80 cents; power house—boiler repairman 82 cents, coal trimmer 60 cents, enginemen from 69 to 82 cents, firemen 65 cents; security department—deputy chief 73 cents, sergeant 70 cents, corporal 66 cents, constable 63 cents; shell department—cooler bin hand 70 cents, cutoff operator 75 cents, inspector 70 and 75 cents, pressman 75 cents, press operator 85 cents, sandblast operator 80 cents, furnace charge and furnace heater 80 cents; spring and forge department—blacksmith 75 to 85 cents, bulldozer operator 60 and 65 cents, draft gear assemblers 70 and 95 cents, coil spring maker 70 cents, punch and shear operators 65 and 70

cents, spring grinder 70 cents, taper machine operator 70 and 75 cents, testing machine operator 70 cents; switching and traffic department—brakemen 80 cents, conductor 88 cents, locomotive engineer 88 cents, fireman 75 cents, hostler 75 cents, switchman 80 cents, track man 60 cents; tinsmith department—tinsmith 75 to 85 cents, die setter 75 and 80 cents, machine operator 65 to 75 cents, welder 80 to 95 cents, burner 75 and 80 cents; template department—template maker 85 cents to \$1; upholstering department—upholsterers from 70 to 85 cents.

Hourly wage rates at Dominion Works: bolster shop—riveter, bolster builder, 85 cents, break beam builder 75 cents, assembler 65 cents, lathe hand, special shear man 75 cents; Cardwell draft gear—gear builder 65 cents, labourer 58 cents; die shop—die checker and gauge maker \$1.10, die finisher \$1.15, die sinker \$1.10, dual saw operator 70 cents; erection track department—riveter 85 cents, buckler 75 cents, stickler, reamer, heater, assembler 65 cents, caulker 85 cents, chipper, portable grinder 70 cents, sprayman 75 cents; forge shop—blacksmith 85 cents to \$1, furnace heater, stamper, grinder 65 cents, shear operator 70 cents, drop hammer operator 85 cents, forging hammer operator 95 cents, hammer man 65 cents, tool hardener \$1.05, inspector 65 to 79 cents; labour department—derrick engineer 85 cents, crane follower 62 cents, tractor driver 70 cents, slinger 65 cents, labourer 58 cents, sandblast hose man 85 cents, sandblast machine operator 65 cents, material chaser 65 to 75 cents; machine shop—machinist 90 cents to \$1, lathe hand 85 to 95 cents, shaper hand 75 to 85 cents, boring mill operator 90 cents, slotting machine operator 90 and 95 cents, bench hand 85 and 95 cents; master mechanic's department—beltman and oiler 82 cents, millwrights 82 and 87 cents, steam-fitter 90 cents, carpenter 87 cents, electrician 81 and 90 cents, crane operator 75 cents, power house engineer 78 cents, fireman 65 cents, trimmer 58 cents, cleaner 57 cents; punch, shear and press department—operator 70 cents, heater 65 cents, marker 70 cents, grinder 65 cents, template chaser 60 cents; stores department—storemen 70 to 80 cents, checkers 65 to 75 cents;

security department—deputy chief 73 cents, sergeant 70 cents, corporal 66 cents, constable 63 cents; template shop—template makers 90 cents and \$1; traffic—trackman 60 cents; truck shop—assembler 65 cents, axle turner 65 and 75 cents, wheel press operator, wheel borer, wheel roller, axle polisher, waste packer, drill operator 65 cents; welding department—electric welder 75 to 90 cents, burners 65 and 75 cents, assembler 65 cents; canteen department—checker 59 cents, cashiers 51 and 54 cents, salad woman, counter girl, sandwich girl 41 and 47 cents.

Manufacturing: Non-Metallic Minerals and Chemicals

PAINT MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council dated May 24, and gazetted June 2, amends the previous Orders in Council for this industry (L.G., July, 1942, p. 856, Sept., p. 1097; Nov., 1943, p. 1530; Sept., 1944, p. 1141) by providing that employees be paid for New Year's Day and Christmas Day, if they work the first working day following these holidays.

Trade

RETAIL FOOD STORES, QUEBEC

An Order in Council dated May 24, and gazetted June 2, amends the previous Orders in Council for this industry (L.G., June, 1944, p. 754) by deleting L'Union fédérale des Bouchers et Coupeurs de Viande local 77, as one of the contracting parties.

Service: Business and Personal

LADIES HAIRDRESSERS, MONTREAL

An Order in Council dated May 24, and gazetted June 2, extends the time of the agreement (L.G., Oct., 1941, p. 1315, Dec., p. 1573, July, 1942, p. 857; April, 1943, p. 490, June, p. 813) to June 7, 1946.

Labour Law

Labour Legislation in Manitoba and Saskatchewan in 1945

Manitoba

THE Manitoba Legislature, which was in session from February 6 to April 7, 1945, provided for the publication and filing of regulations made under statutory authority and amended Acts relating to workmen's compensation, minimum wages, old age pensions and mothers' allowances.

Workmen's Compensation

Amendments in the Workmen's Compensation Act carry out the recommendations made in the majority report of a Committee appointed during the 1944 session of the Legislature (L.G., 1944, p. 1281) to review the Act, including the advisability of an amendment providing that if disability lasts more than three days compensation is to be payable from the first day.

The Committee, in its report, endorsed the principle of uniformity in Canada of workmen's compensation legislation. It referred to the Department of Labour a suggestion for setting up industrial accident prevention associations. A proposal to bring hotels and restaurants under Part I of the Act was referred to the Workmen's Compensation Board with the request that it consult hotel and restaurant-keepers' associations and submit its findings to the Minister. The committee considered that both industry and labour should have the right when legislation is under discussion to consider, in the light of experience, the merits of the proposals.

Several of the amendments noted below bring the Manitoba Act into line with those of other provinces. The section prohibiting an action by a workman or his legal representative against his employer or against another employer under Part I of the Act was amended to bar an action by a workman against a workman of another employer under Part I, unless the accident did not occur in operations usual in or incidental to the employer's industry. Provision was made for apportioning compensation costs between classes where the accident is due in part to the negligence of an employer or his workmen in another class.

If the injury disables a workman longer than 14 days compensation is payable from the date of disability instead of from the fourth day.

The Board is authorized to pay the cost of replacing or repairing artificial limbs broken by accidental injury arising out of and in the course of employment. A workman entitled to compensation or medical aid is also entitled to have eye-glasses broken in the same accident replaced or repaired.

The time for filing accounts for medical services was extended from six months to twelve.

In addition to other compensation, a widow or foster-mother is to receive a lump sum of \$100. Provision is also made for paying not more than \$100 to cover the cost of transporting the body of a workman who is killed at a distance from his usual place of residence.

The Board was authorized to add, by regulation, to the schedule of diseases for which compensation is payable additional classes of workers whose employment renders them liable to dermatitis.

Permanent full-time employees who are engaged in the maintenance and operation of an apartment block and are not otherwise covered by the Act may be admitted by the Board on application of a majority of such employees, subject to such conditions as the Board deems proper.

The Board was authorized to enter into agreement with any insurer who underwrote the liability of employers under the Workmen's Compensation Act, 1916, which was repealed in 1920, to assume on terms satisfactory to the Board the outstanding liability of such insurer.

In addition to the above changes recommended by the Legislative Committee, two other amendments were made. Compensation to a widow was raised from \$40 to \$45 a month and provision was made whereby contributions for pension purposes of provincial civil servants who become members, officers or employees of the Board may continue to be paid to the Civil Service Superannuation Fund instead of to the fund established under the Workmen's Compensation Act.

Wages

An amendment in the Minimum Wage Act forbids an employer to pay an employee over

18 years of age at a lower rate than that prescribed in the regulations under the Act which are applicable to his occupation.

Mothers' Allowances

Amendments in the Child Welfare Act abolish the Child Welfare Board and provide that the Director of Public Welfare appointed under the Health and Public Welfare Act shall be charged with enrolment of bereaved and dependent children for allowances.

Old Age Pensions

The Old Age and Blind Persons' Pensions Act was amended to authorize the Minister in charge of the Act, as well as the local authority, to receive applications for pensions in the first instance.

Physical Fitness

The Manitoba Physical Fitness Act authorizes the Minister of Health and Public Welfare to take steps to promote physical fitness and provides for appointment of a Council and a Director and for the making of agreements with the Dominion Government and with municipalities and organizations.

Filing and Publication of Regulations

The Regulations Act, which will come into effect on Proclamation, is generally similar to a statute of like title passed in Ontario in 1944. The Act requires the filing with the Registrar of Regulations appointed under the Act, of two certified copies of every "regulation", which is defined as any regulation, rule, order or by-law of a legislative nature made or approved under any Act of the Legislature, including those made by any board, commission, association or similar body, whether incorporated or unincorporated, all the members of which, or all the members of the board of management or board of directors of which, are appointed by an Act of the Legislature or by the Lieutenant-Governor in Council. By-laws of a local authority are not included nor, except where otherwise stated, are those made by a corporation incorporated under the laws of the Province.

Unless it is otherwise stated, a regulation is to come into force on and after the date of filing. Unless it is expressly provided to the contrary in another Act, a regulation that is not filed is of no effect and, except for regulations in effect when the Act comes into force, a regulation that is not published is not valid

as against a person who has not had actual notice of it. Regulations made before the coming into force of the Act are to remain in effect until December 31, 1945, but must be filed on or before that date.

Resolutions

On March 20, a Resolution was adopted by the Legislature urging that no deduction "from the Provincial Government family or welfare allowances" or from any payments for relief or social assistance granted by any municipality should be made in consequence of the Dominion Government's family allowances scheme.

On April 5 the Legislature recommended that the Government of Manitoba co-operate with other Provincial Governments in transferring jurisdiction to the Dominion Government in order to help in setting up a contributory old age pension scheme and, if this be impossible, that the Manitoba Government urge the Dominion Government to assume the whole cost of the present scheme and to increase the pension and to lower the age to the point where the aggregate assistance for old age pensioners will be in fairer relation to that provided by the Dominion, for children under the Family Allowances Act.

A further Resolution adopted on the same date recommended to the Dominion Government the consideration of improvements in the Wartime Labour Relations Order (P.C. 1003), including provision for naming bona fide unions and employee organizations as the certified bargaining agency, in addition to or in substitution for individually named bargaining representatives, such union and organizations to be empowered to name the individuals who are to act as spokesmen in negotiations; continuance of the present practice under which such union security clauses as maintenance of membership, union shops, closed shops and the check-off may be included in collective agreements. It was further urged that no change should be made in the basic principle of the Order that employees shall be free to associate themselves in organizations of their own choice, without domination, coercion, intimidation or unfair pressure from employers or from other workers' organizations, and that, within the limitations essential for reaching sound decisions based on a review of relevant facts, the provisions of the Order in Council (P.C. 1003) for expediting certification and providing conciliation services be given full effect.

Saskatchewan

In Saskatchewan the Legislature, in session from February 15 to March 29, amended laws relating to collective bargaining, workmen's compensation, minimum wages, weekly rest-day, early closing of shops, boiler inspection and mothers' allowances.

Collective Bargaining

Sections added to the Trade Union Act, 1944 relate merely to procedure. They provide that a majority of the members of the Labour Relations Board shall constitute a quorum and in the absence or disability of the chairman, the vice-chairman shall act as chairman; that a decision of the majority of those present and constituting a quorum shall be the decision of the Board and in the event of a tie the chairman shall have a casting vote; that orders, decisions, and regulations of the Board shall be signed by the chairman or vice-chairman or, in their absence or disability, by any one member; and that where an order, decision, or regulation purports to be signed by a member other than the chairman or vice-chairman it shall be presumed that he acted in the absence or disability of the chairman or vice-chairman. The chairman or acting chairman of a board of conciliation is vested with the powers of a commissioner under the Inquiries Act and a board may receive and accept such evidence on oath, affidavit or otherwise as it may deem proper.

Workmen's Compensation

Amendments in the Workmen's Compensation (Accident Fund) Act will come into force on July 1, 1945. Where disability lasts longer than three days compensation is to be paid from the date of the accident instead of from the fourth day. The maximum amount of average earnings to be taken into account in computing compensation was increased from \$2,000 to \$2,500 a year. Compensation for disability was raised from 66 $\frac{2}{3}$ per cent to 75 per cent of average earnings or, in the case of partial disability, of the diminution of average earnings, with a minimum in total disability cases of \$15 a week or average earnings, if less, instead of \$12.50 per week or average earnings, as formerly. This increase in the compensation rate applies to all payments after the amending Act comes into force, whether the accident happened before or after that time, but this provision is not to entitle any person to additional compensation for any period before that date. The minimum weekly payment in partial disability cases is, as heretofore, a corresponding amount in

proportion to the impairment of earning capacity. A new section provides that where the workman's weekly earnings at the time of the accident are higher than his average weekly earnings during the preceding twelve months, the Board must award compensation on the basis of his earnings at the time of the accident.

A further new section stipulates that, at least every four years, the Lieutenant-Governor in Council shall appoint a Committee of five or more members to review and report upon such matters concerning the Act, the regulations under it, and their administration, as he may specify. The Committee must include equal representation of employers and organized employees and one or more representatives of the Board.

The Workmen's Compensation Act, 1911, under which the employer is individually liable and which applies to certain classes of workers not covered by the Workmen's Compensation (Accident Fund) Act, was also amended. Any person belonging to any of the classes of railway workers excluded from the Workmen's Compensation (Accident Fund) Act is to be deemed to be a workman within the meaning of this Act, whether or not his remuneration exceeds \$3,500 a year. Under this Act, non-manual workmen earning over \$3,500 have been excluded from compensation. The employer is not liable for compensation if the injury does not disable the workman for more than three days instead of one week as formerly.

Where there is no executor or administrator of the deceased workman or where the executor or administrator fails to bring an action within six months after the workman's death, the action may be brought by any of the persons for whose benefit it would have been had it been brought by the executor or administrator. Every such action is, as far as possible, to be for the benefit of the same persons and subject to the same regulations and procedure as if it had been brought by the executor or administrator.

The time limit for bringing an action under the Act was extended from six months to one year.

The maximum compensation recoverable is either the equivalent of the estimated earnings of a workman in similar employment during the three years preceding the injury or the sum of \$2,500, whichever is greater, but in no case exceeding \$3,000. Formerly, earnings of a workman in similar employment or \$2,000, whichever was greater, were payable, with a maximum of \$2,500.

The Blind Workmen's Compensation Act, which is generally similar to statutes in force in Ontario, Quebec and Nova Scotia, authorizes the Department of Labour to pay to the employer, if individually liable, or to the Workmen's Compensation Board, all costs of compensation in excess of \$50 payable in respect of an accident to a blind workman. The Canadian National Institute for the Blind, or other organization designated for the purpose by the Government, is given exclusive jurisdiction as to the proper placing and nature of work of a blind workman. An employer giving employment to such a workman without the approval of the Institute forfeits all right to the benefits of the Act. Officers of the Institute are to have access at all times to the place of employment of a blind workman.

In making an award to a blind workman under the Workmen's Compensation (Accident Fund) Act, the Board may have regard to previous awards to the workman under that Act. The assessment to be levied on an employer of a blind workman is to be fixed by the Board at such amount as it deems fair, having regard to the Workmen's Compensation (Accident Fund) Act.

Minimum Wages

Amendments in the Minimum Wage Act include a revision, without material change, of the section which enables the scope of the Act to be widened to cover additional employments. This section now enables the Board, with the approval of the Lieutenant-Governor in Council, to make Orders declaring the Act to apply to any industry, business, trade or occupation. Such Orders are to have the force of law upon publication in the *Saskatchewan Gazette*.

Sections dealing with Orders of the Board were also revised. Such Orders may:—define classes of employment; subject to the Factories Act, determine the number of hours of work which shall constitute the normal work-week of workers in any class of employment; fix the minimum wage for workers for the normal week and for those working short time and overtime; fix the period in any day within which the hours of work shall be confined; fix the maximum price which an employer may charge for board and lodging; fix the minimum age for employment in any industry, business, trade or occupation; determine the number or proportion of apprentices, learners, inexperienced or part-time employees who may be employed in any establishment and what employees belong to those classes, and fix a wage lower than the ordinary minimum for handicapped employees, apprentices, learners or inexperienced employees.

A new section forbids an employer to require an employee to return to him or to accept from an employee all or part of the minimum wage paid to such employee under the provisions of the Act or of any Order made under it.

Orders of the Board are to be signed by the chairman or, if he is absent or disabled, by any member of the Board.

The penalty sections of the Act were also revised. Any person who fails to comply with the Act or any Order under it or, with intent to deceive, makes a false or misleading statement to an authorized representative of the Minister or interferes with or obstructs such a representative or fails to do anything which such representative has power to require of him, is liable to a fine not exceeding \$100 or to 30 days' imprisonment, for a first offence, and \$200 or 90 days for a subsequent offence. Formerly, the penalty for obstructing any representative of the Minister or failing to comply with his lawful requests was from \$25 to \$100, or ten days' to one month's imprisonment. For violation of the Act or any order, a similar fine might be imposed for a first offence and from \$50 to \$200 or 30 days to three months for a subsequent offence. As previously, an employer convicted of paying less than the minimum rate may be ordered to pay the difference, but payment must now be made to the Deputy Minister of Labour for the employee, instead of directly to the latter. The provisions were re-enacted which enabled such an order to be made notwithstanding the expiration of the time limit of six months for taking action under the Act, and which provided for a counsel fee not exceeding \$25 to the complainant's solicitor to be added to the amount payable by the convicted employer. If an employer fails to pay the money as ordered, the Magistrate may impose a further prison term of from 30 to 90 days. Formerly, the term in such cases was 20 days to three months. A new section provides that where an authorized representative of the Minister finds that an employer has failed to pay the fixed minimum wage, he may determine the difference between the amount paid and that to which the employee was entitled. If the amount is agreed to in writing between the employer and employee and paid by the former within two days to the Deputy Minister of Labour, for the employee, the employer is not liable to prosecution. The Deputy Minister must keep a record of all sums received and paid by him under the above provisions.

Attachment of Wages

The Attachment of Debts Act was amended to exclude persons employed by the hour from

the provisions of the section enabling the Government of the Province to be garnished with regard to moneys due or accruing due to any member of the Public Service or to any person temporarily employed under the Public Service Act. Formerly, only those employed by the day were excluded. No such moneys are attachable unless the plaintiff or judgment creditor has given to the Provincial Treasurer or his Deputy thirty days' written notice of intention to issue a garnishee summons. Such notice ceases to have effect unless the summons is served on or before the last day of the month following that in which the notice was served.

The amount of wages or salary exempt from attachment was raised from \$75 to \$100, in the case of a married person or an unmarried person, widow or widower who has dependants, and from \$40 to \$60 in the case of those without dependants, and in cases where the garnishee order is issued under a judgment or order for alimony or a judgment founded upon a separation agreement.

Hours of Labour

The section added to the Fire-Departments Platoon Act in 1944 to enable city councils to pass by-laws for a three-platoon system was amended to provide that where the estimates of expenditure of a city and the proposed rate of taxation are required to be submitted annually to the Local Government Board for revision and approval, the city council shall not introduce the by-law for a three-platoon system or submit it to a vote of the electors unless directed to do so by the Board.

The section of the One Day's Rest in Seven Act which enumerates classes of workers exempt from the Act was revised. As formerly, persons who are not usually employed for more than five hours a day and those employed solely as watchmen or janitors or in a managerial capacity are excluded, but a new provision gives the Minister power to determine whether or not an employee is employed solely in such a capacity. Workers employed by reason of an emergency which necessitates immediate remedial action are now excluded. Formerly, exemption was given to any class of workers in hotels, restaurants and cafés where there were not more than two of that particular class, provided they were given at least two half-days' rest in every seven days. This exemption has now been cancelled.

Identical provisions which were added to the City Act and the Town Act and will come into force on July 1, 1945, deal with early closing by-laws. Fresh fruit is added to the list of "exempted merchandise" which

may be sold after closing hours. A new section provides that no shop may be kept open after closing time for the sale of exempted merchandise unless the proprietor or manager has filed with the town clerk a written statement that the principal trade or business carried on in such shop is that of a tobacconist, news agent, hotel, refreshment house, confectionery, bakery or druggist. In case of a prosecution for an alleged violation of the provisions relating to exempted merchandise, such a statement will be received in evidence and if no statement has been filed, the principal trade or business carried on at the time of the alleged violation is to be deemed to be that named in the information.

A further amendment in the City Act provides that notice of intention to pass an early closing by-law without a petition from the occupiers of the class of shops affected is to be given at a regular meeting of the city council held not less than thirty days before the meeting at which such by-law is to be passed, instead of, as formerly, at the last preceding regular meeting.

Steam Boilers

Amendments in the Steam Boilers Act provide for the making of regulations by the Lieutenant-Governor in Council instead of by the Minister. Such regulations may govern inspection, construction, operation, and maintenance of refrigerating plants, oxy-acetylene plants and pressure vessels, prescribe conditions for issuing inspection certificates, require posting of such certificates, provide for examinations for certificates of qualification as refrigerating engineers, require the display of such certificates on the premises where the holder is employed, and impose penalties for violation of the regulations. Such regulations when published in the *Saskatchewan Gazette* are to have the force of law.

A new section permits any person to be a candidate for a fourth-class certificate if he has, in respect of each of two years, held a fireman's certificate under the Act and satisfies the Minister that he has had, during the currency of such certificates, two years' experience in the firing of low pressure boilers exceeding 40 h.p. or high pressure boilers of not less than 10 h.p. and that he holds a diploma from an approved school of engineering.

Vocational Education

Under an amendment in the School Grants Act, special grants are authorized for schools providing adequate accommodation and such equipment as is approved by the Minister of Education, other than ordinary classroom

equipment, for instruction above Grade VI in agriculture, health, shop work, motor mechanics, or other practical subjects approved by the Minister. The grant is 50 per cent of the cost of such equipment purchased after January 1, 1945, but is not to exceed \$125 for any academic year. Formerly, grants for such classes were given for work above Grade VIII only.

Mothers' Allowances and Old Age Pensions

The sections of the Child Welfare Act which provide for mothers' allowances were amended so as to render the mother eligible for an allowance whether her husband or the father of the children is in a Canadian penal institution, sanatorium for tuberculosis or mental hospital or in one elsewhere. An applicant who has lived in the Province for at least one year but had not lived there for a year immediately before the date of her application is now eligible for an allowance if she is then residing in Saskatchewan and has not acquired residence in another province.

A new section enables allowances to be paid to the mother or foster-mother of a child born out of wedlock where such person has, in the opinion of the Social Welfare Board, made a reasonable effort to provide a suitable home for the child and has assumed the responsibilities of motherhood and where every reasonable effort has been made to enforce a Court order against the putative father or an agreement with the putative father approved by the Director of Child Welfare.

In the case of deserted wives, the Board may authorize payment of an allowance where it considers that every reasonable effort has been made to secure and execute an order of the Court under the Deserted Wives and Children's Maintenance Act or under the Criminal Code sufficient for the maintenance of such a wife and her children. The Lieutenant-Governor in Council may authorize the payment of an allowance to a mother who is divorced. Subject to the Regulations, monthly payments may be made to mothers of children in receipt of mothers' allowances and also to such mothers on behalf of husbands who are physically incapacitated.

The Old Age and Blind Persons' Pensions Act was revised with the following changes. The Lieutenant-Governor in Council was authorized to make supplementary agreements with the other provinces respecting payments to pensioners over and above the limits fixed by the Old Age Pensions Act (Canada) and the regulations made under it. The limit of \$1.25 a month on the supplemental allowance which may be provided for

pensioners was removed. The Social Welfare Board was authorized to recover from the estate of a deceased pensioner the sum of the pension payments made to him, together with interest at 5 per cent per annum compounded annually. No such claim may be made by the Board, however, against a pensioner's estate which passes to another pensioner or to any person who has, since the granting of the pension or during the last three years of its payment, contributed regularly to the support of the deceased pensioner to an extent which the Board considers reasonable, having regard to the means of such person. It is no longer provided that all pension payments shall be a charge on land owned by the pensioner or that a caveat may be lodged against such land. A notice of the granting of a pension may, however, be filed in the proper land titles office. Provision is made for discharging such notices and caveats registered under the former provisions.

Miscellaneous

Identical sections added to the City Act and the Town Act enable city and town councils to enter into agreements with Wartime Housing Limited for the provision of houses.

The Municipal Medical and Hospital Services Act was amended to raise the maximum tax per family from \$50 to \$60 and to provide for exemption from tax of residents of a municipality who belong to a class of persons designated by the Lieutenant-Governor in Council under the Health Services Act and for whom such services are provided under that Act. The section authorizing resolutions of the council requiring payment of the tax in advance was amended to provide that the council may, similarly, provide for payment of the tax by the employer of the person liable for it, in which case the employer must deduct the tax from wages.

As amended, the Health Services Act requires agreements for such services to be approved by the Health Services Planning Commission appointed under the Act.

A section added to the Department of Reconstruction and Rehabilitation Act enables the Government to authorize the Provincial Treasurer to guarantee loans made for purposes of the Act which are approved by the Lieutenant-Governor in Council, and also enables the Minister in charge of the Act to make loans for such purposes.

An amendment in the Department of Social Welfare Act provides for appointment of a Social Welfare Board consisting of the Deputy Minister of Social Welfare, the Directors of Child Welfare, Old Age Pensions and Social

Aid, and such additional persons, not exceeding three, as may be appointed by the Lieutenant-Governor in Council.

The Credit Union Act was amended to enable credit unions to make loans to other credit unions, co-operative associations and

co-operative marketing associations which are members, to raise from \$50 to \$100 the limit on loans which a credit union may make without security, and to enable an official of a credit union to obtain a loan without having all the officials present when the vote is taken.

Recent Regulations Under Dominion and Provincial Legislation

THE Post-Discharge Re-establishment Order and the War Service Gratuity Order have been amended. Under the former, a grant may be paid, subject to certain conditions, to a person resuming or beginning a course to qualify for university attendance, or a university course to which he is regularly admitted within one year and three months after discharge. The gratuity payable for war service to a dependent of a deceased member of the Forces may not be paid to that dependent's estate, in case of his death. Provision has been made for agreements between the Dominion and the provinces for the organization and use, during this fiscal year, of agricultural manpower.

Provincial regulations include an Order adding new trades to the Apprenticeship Act,

and an Order providing that work in excess of eight hours in any one day and in excess of 48 in any one week must be paid at the rate of time and one-half. Regulations in British Columbia governing freight and passenger elevators have been amended with respect to the rules as to hoistway gates and doors. Manitoba has issued its fair wage schedule for 1945-46. Two sets of regulations in Ontario lay down the conditions under which barbering and hairdressing schools may be operated, and concerning the employment and training of apprentices in these trades. Trade unions in Saskatchewan making application to bargain collectively must state that either a majority or less than a majority of employees have given the union written authority to represent them.

Dominion

Post-Discharge Re-establishment Order Amended

An Order in Council made May 29, 1945, gazetted June 11, rescinds that section of the Post-Discharge Re-establishment Order (L.G. 1944, p. 935) governing the grant payable to discharged members of the Forces, under specified conditions, for the duration of a university course resumed or begun one year and three months after discharge, except in particular circumstances, in which case a longer period may be permitted.

A new section stipulates that a grant may be paid, subject to the same conditions as before, to a person resuming or beginning a course to qualify for university admittance as well as to a person regularly admitted to a university course within one year and three months after discharge. In particular circumstances a longer period after discharge may be permitted.

War Service Gratuity Regulations Amended

By Order in Council of May 29, 1945, gazetted June 11, amending the War Service Gratuity Regulations (L.G. 1945, p. 101) a change in the War Service Gratuity Regulations stipulates that where a gratuity is payable to a certain dependent of a deceased member of the Forces and that dependent dies before payment is made in full, the

gratuity may not be paid to the estate of the deceased dependent but is to be paid to another person, qualified under the Act and regulations to receive it, or if there is no such person it must be paid to the deceased member's service estate.

Agreements with Provinces for the Use of Manpower

An Order in Council, May 31, 1945, gazetted June 11, enables agreements to be made by the Government of Canada and the nine provinces, between April 1, 1945, and March 31, 1946, for the organization and use of agricultural manpower in each province, and for recruiting workers suitable for farm work in one province and transporting them and placing them on farms in another province.

With two exceptions, the provisions of this Order are the same as those in the Order for last year (L.G. 1944, p. 713). The new Order stipulates that a maximum of \$500,000, an increase of \$200,000, may be furnished by the Government of Canada to pay cost of transporting workers from one province to another where the Dominion is responsible for such costs. It is also provided that expenditure incurred in carrying out the Order is to be charged to the War Appropriation allotted to the Department of Labour for assisting the provinces in recruiting, transporting and placing labour on farms.

Provincial

Alberta Apprenticeship Act

The following trades were brought under the provisions of this Act by an Order made May 31, 1945, gazetted June 15: carpentry; plumbing, steamfitting, gasfitting; sheet-metal working; painting, paper-hanging, decorating; electrical trades; plastering.

Alberta Female Minimum Wage Act

Order 16 (L.G. 1945, p. 767) governing female employees in the Province, with certain exceptions, has been amended as regards pay for overtime, by an Order made May 31, 1945, gazetted June 15. The Order now stipulates that hours worked in excess of eight in one day and 48 in one week must be paid at the rate of time and one-half the regular rate. Previously, women in Alberta were eligible for the overtime rate of time and one-half the regular rate after nine hours in a day and after 48 hours in a week.

Alberta Licensing of Trades and Businesses Act

The "beauty culture" trade has been designated as a business under the Act by an Order made May 19, 1945, gazetted and effective June 15. Each person carrying on the trade must be the holder of a licence for which he must pay \$5 where one operator is employed, and an extra \$1 for each additional operator.

British Columbia Factories Act

Regulations governing the installation, operation, and maintenance of freight and passenger elevators, February 5, 1935, have been amended as regards the rule concerning hoistway gates and doors, by an Order of May 11, 1945, gazetted May 17, effective January 1, 1946.

The amended rule stipulates that all hoistway gates made of grille, lattice, or other open work, with the exception of collapsible-type gates, must reject a ball two inches in diameter. All hoistway gates when closed must guard the full width of the landing opening and extend from the sill to a height of five feet six inches.

All hoistway doors or gates, provided with interlocks, are to be governed by this rule.

Manitoba Fair Wage Act

The annual schedule for rates of wages and maximum hours prescribed for certain public and private construction works in Manitoba was gazetted May 26, and is to be in effect from June 1, 1945, to April 30, 1946.

"Public Work" applies to work under contract between the Minister of Public Works and an employer and includes construction, remodelling, demolition or the repairing or painting of buildings in Manitoba and to a highway, road, bridge or drainage construction work where the work is done outside the Greater Winnipeg Water District.

"Private Work", as defined in the Act, applies to the building, construction, remodelling, demolition or the repairing of any building or construction work in the Greater Winnipeg Water District, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council provided that the total cost of such work exceeds \$100. Maintenance work done by a regular maintenance staff on any property under the immediate control of the owner, tenant or occupant is not included where the work is not undertaken with the intention of selling or renting the property.

In most cases the minimum hourly rate has been increased by five cents over last year's schedule. Where there was formerly a range of five cents, the new schedule usually fixes a rate five cents higher than the former maximum rate, except for labourers on public road and bridge works who have been raised from between 45 and 50 to 53 cents an hour, and for unskilled labourers and mop handlers in roofing who have been raised from between 50 and 55 to 58 cents an hour in the Greater Winnipeg Water District. Terrazzo workers engaged as machine rubbers (wet) and helpers, and boiler makers' helpers have been raised 7½ cents to 67½ cents an hour. The skilled labourer's rate has been increased 2½ cents to 62½ cents an hour, while the watchman's has been raised 90 cents to \$24 a week. The new rates were approved by the Regional War Labour Board.

The schedule follows:

FAIR WAGE SCHEDULE

The following schedule shall apply from and after June 1, 1945, on "Private Work" and on "Public Works," as described herein:

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't. Work, Winnipeg and Radius of 30 Miles		B—Other than Area Described in "A" (applies to private work when population exceeds 2,000)	
	Basic Wage Rate Minimum per Hour	Hours Maximum per Week	Basic Wage Rate Minimum per Hour	Hours Maximum per Week
1. Asbestos Workers—	\$		\$	
(a) Journeymen.....	.90	44	.90	50
(b) Improvers.....	.75	44	.75	50
2. Asphalters.....	.68	44	.63	50
3. Boiler Makers on Construction or Erection Work.....	.95	44	.95	50
(a) Helpers.....	.67½	44	.62½	50
4. Bricklayers.....	1.25	44	1.10	50
(a) Helpers (continuously employed at mixing and tempering mortar).....	.67½	48	.62½	54
Subject to existing agreement between the Builders' Exchange and the Bricklayers' Union.				
5. Bridge and Structural Steel and Iron Workers.....	1.00	44	1.00	50
6. Carpenters and Millwrights.....	1.05	44	.90	50
Subject to existing agreement between the Builders' Exchange and Carpenters' Union, Local 343.				
7. Cement Finishers (in warehouses or large floor area jobs).....	.75	48	.70	54
8. Electrical Workers (inside wiremen, licensed journeymen).....	1.05	44	.90	50
9. Elevator Constructors (passenger and freight).....	1.10	44	1.10	50
(a) Helpers.....	.80	44	.80	50
10. Labourers—				
(a) Skilled—Comprising the following: Placing or assisting mechanics in the placing of Cut Stone, Architectural Terra Cotta, Marble (real or imitation), Roofing Slate and Shingles, Plaster Castings, Ornamental Bronze and Iron, Interior Joinery, Laying Drain Tiles, Attending Concrete Mixer, Bending and Placing Reinforcing Material, Movable Scaffolding and Runways.....	.62½	48	.57½	54
(b) Labourers.....	.58	48	.53	54
11. Lathers (Metal, Wood)—				
(a) Metal Lathers.....	.90	44	.85	50
(b) Wood Lathers.....	.80	44	.75	50
12. Linoleum Floor Layers.....	.70	48	.65	50
13. Marble Setters.....	1.20	44	1.05	50
(a) Helpers (all men assigned to help tradesmen).....	.67½	48	.62½	50
14. Mastic Floor Kettlemen.....	.55	48	.55	50
15. Mastic Floor Rubbers and Finishers.....	.65	48	.65	50
16. Mastic Floor Spreaders and Layers.....	.95	48	.95	50
17. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating clamshells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.10	48	.90	50
Class B: Engineers in charge of hoisting engines having only two drums or of single drum, used in handling building material; or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1.05	48	.85	50
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act"; or air compressor delivering air for the operation of rivetting guns on steel erection work, or pumps in caissons, or concrete mixers of over ½ yard capacity, trenching machines and bull dozers; irrespective of motive power.....	.95	48	.80	50
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting engineers in charge of same.....	.70	48	.60	50
Class E: Operators of gas or electric engines for machines not otherwise specified in "A" "B" or "C" hereof, of a type usually operated by skilled labourers.....	.65	48	.55	50

PUBLIC ROAD AND BRIDGE WORKS

The following schedule shall apply from and after June 1st, 1945, on "public works" outside of the Greater Winnipeg Water District Area in all parts of Manitoba for highway, road, bridge or drainage construction work where a contract has been entered into by the Honourable Minister of Public Works:

Occupation	Basic Wage Rates	Hours
	Minimum per Hour	Maximum per Week
	\$	
Aggregate Batch Man.....	.60	54
Asphaltic Oil Distributor driver.....	.65	54
Blade Grader (12 H.P. and over) operator.....	.70	54
Concrete Finisher.....	.65	54
Concrete Paver operator.....	.75	54
Dragline, shovel and crane operator.....	.85	54
Elevator Grader operator.....	.70	54
Engineer, stationary boiler.....	.75	54
Labourers.....	.53	54
Motor Patrol operator.....	.70	54
Roller operator, 6 ton and over, steel wheels.....	.70	54
Scraper and Bulldozer operator.....	.80	54
Spreader and Finishing Machine operator.....	.65	54
Teamsters.....	.50	54
Teamsters and two horse teams.....	.75	54
Teamsters and four horse teams.....	1.00	54
Timber men (timber work where use of hammers, saws, axes and augers only are required).....	.65	54
Tractor operator, 50 h.p. drawbar or over.....	.70	54
Tractor operator, under 50 h.p. drawbar.....	.55	54
Truck Drivers (regardless of basis for payment of truck).....	.60	54
Truck only—		
(a) Hourly rate—		
When truck is hauling not more than one cubic yard.....	.55	
For each additional 1/10 cubic yard load.....	.04½	
Watchman and Flagman.....	24.00	
	per week	

OVERTIME:

Time worked in excess of the maximum hours as stipulated in the schedule shall be paid at the rate of time and one-half. All hours worked on Sunday to be paid at the rate of double time, except in cases of emergency when time and one-half shall be paid.

NOTE.—The above schedule does not apply to permanent municipal employees.

Manitoba Teachers' Retirement Fund Act

A new by-law (No. 5), made February 23, 1945, gazetted May 26, provides that a teacher who served in the Armed Forces after August 31, 1939, is to receive benefits under the Act. He may, for his period of service, be considered to have been employed as a teacher, if he taught at any time within six months preceding his enlistment, and if, upon resumption of teaching within one year after discharge, he pays into the retirement fund arrears due for this period, at the salary he was receiving before entering the service. If a teacher dies while on military service, or within a year after discharge, as a result of war disability, he may be considered to have died while employed as a teacher. These provisions do not apply to any person called up for training under the National Resources Mobilization Act (L.G. 1940, p. 629) unless he was sent outside the North American continent and Newfoundland.

Ontario Apprenticeship Act

Two new sets of regulations relate to barbering and hairdressing. They rescind previous regulations. One set made November 22 and 29, 1944, gazetted June 2, 1945, lays down conditions under which a barbering or hairdressing school may be operated. The other set, made November 22 and 29, 1944, gazetted June 9, 1945, governs the employment and training of apprentices.

Licences for schools must be renewed annually on prescribed forms, applications for renewals being made at least one month before expiration of the licence. The fee for a licence or renewal is \$5. An applicant for licence may apply to the Apprenticeship Board for a reconsideration of his application within 30 days if it has been refused.

At least one instructor must be engaged for each 10 students. Instructors in barbering schools must be qualified and paid not less than \$20 per week. No instructor in either a

barbering or hairdressing school may perform services for any customer of the school except while demonstrating. Students may perform services for customers while the school is open between 9 a.m. and 6 p.m. at prices approved by the Board. One hour must be allowed for lunch. Barbering schools must be closed Wednesdays at noon. Hairdressing schools may be granted a special permit to operate during other hours of the day for the convenience of evening students.

Contracts between students and schools must be in a form approved by the Board. No assurance of future employment may be given to a student by a school. When a student has completed his training he must appear before a board of examiners appointed by a provincial advisory committee. The board may recommend to the committee the period to be allowed as a credit toward the apprenticeship term. In the case of hairdressing schools the examining board may recommend that a certificate of qualification be granted.

Advertising matter must be submitted and approved by the Director of Apprenticeship. Where a school and shop are operated on the same premises there must be a separate entrance for each and a partition separating the two.

Certain stipulations are made as to sanitary conditions of equipment and each student must present a medical certificate stating that he is not suffering from any communicable disease or transmissible condition. An instructor must furnish such a certificate once a year or as often as the Board may require.

The second set of regulations on the training and employment of apprentices stipulates that every person engaged in either trade must register with and forward a return with required information to the Apprenticeship Board. An employer who himself holds or who employs a person who holds, a certificate of qualification may employ one apprentice, and an additional apprentice for each five additional barbers or hairdressers.

The apprenticeship term, including the probationary period, is three years, but the term may be reduced by the director if an apprentice has received training at a school before his apprenticeship begins. Such a person may be required to take an examination for which the fee is between \$1 and \$5.

Examiners appointed by the Board may conduct examinations and recommend the issue of certificates to the advisory committee. Certificates expire May 31 in each year. The fee for the renewal of a certificate or a duplicate is \$1 but where application for renewal is not made before May 31 following expiration, the fee is \$2. Certificates must be conspicuously

posted in the shop in which the holder is employed.

The Director of Apprenticeship is responsible for the conduct of examinations. The holder of a certificate of qualification in either trade may be permitted by the provincial advisory committee to become a candidate for an examination to qualify for a certificate in the other trade without serving as an indentured apprentice. Certificates are issued on the recommendation of the provincial advisory committee. Persons having been employed for three years or more in their trade on June 17, 1936, whose qualifications are satisfactory to the committee, may be granted a certificate of qualification upon payment of the prescribed fee. Persons whose qualifications are not satisfactory must try the prescribed examination. Where a certificate of qualification is not renewed for three consecutive years, the holder must also try the prescribed examination.

A certificate may be cancelled when the Board believes such a certificate has been obtained by fraud, or that the holder has become incompetent or has failed to comply with the Act or regulations. Cancellation does not take effect until ten days after notification has been sent to the holder. Such a person may apply to the Board for a review of its decision by delivering a written request to the Director before the cancellation becomes effective. Certificates are valid until a contrary decision is given by the Board.

Contract wages for barbers must not be less than the following rates:

- First three months (probation) no wages.
- Second three months, 10c per hour.
- Second six months, 15c per hour.
- Third six months, 19c per hour.
- Fourth six months, 22c per hour.
- Third year, 50 per cent of the total receipts taken in by the apprentice barber, but not less than 25c per hour.

Contract wages for hairdressers are set out in the Regulations.

Persons having served in the Armed Forces who are taking a course in rehabilitation training may be exempt by the Director from any of these provisions.

Quebec Minimum Wage Act

A section concerning school corporations, has been added to Order 4 (L.G. 1942, p. 586), governing industries to which special Orders do not apply by an Order in Council made April 28, gazetted and effective June 16, 1945.

The new section stipulates that secretary-treasurers of school corporations also acting as attendance officers are entitled to the follow-

ing supplementary salary each year, payable monthly in addition to their salaries as secretary-treasurers: in places of over 10,000 population—\$150; from 6,000 to 10,000—\$125; from 3,000 to 6,000—\$100; from 1,500 to 3,000—\$70; from 500 to 1,500—\$35; and less than 500 population—\$25.

The following Orders have been renewed until January 1, 1947, by an Order in Council of May 20, gazetted June 16: Order 9 (L.G. 1938, p. 623) relating to teachers of the Verdun School Board; Order 14 (L.G. 1938, p. 1099) governing maintenance men in Montreal public buildings; Order 28 (L.G. 1939, p. 1003) for dyeworks and laundries in Quebec and Quebec-West; Order 29 (L.G. 1939, p. 1002) concerning taxicabs and automobiles for hire in Quebec and Levis; Order 30 (L.G. 1939, p. 1112) con-

cerning the manufacture of wooden boxes and other wooden objects; Order 37 (L.G. 1940, p. 927) for factories manufacturing glass containers; Order 40 (L.G. 1941, p. 653) governing Montreal Island cinemas and theatres.

Saskatchewan Trade Union Act

Regulations under the Act (L.G. 1945, p. 353) were amended by Order in Council of May 25, 1945, gazetted June 15, to stipulate that when the application is made by a trade union to bargain collectively, the application must be accompanied by a statement that a majority or less than a majority of employees have given the union written authority to represent them in collective bargaining.

Legal Decisions Affecting Labour

Manitoba Appeal Court Affirms Damages for Industrial Accident Against Negligent Workman of Another Employer

THE Manitoba Workmen's Compensation Act, as it stood before its amendment in 1945, permitted a workman or his legal representative, to bring action against a workman of another employer for negligence. This was the gist of a judgment of the Manitoba Court of Appeal on April 19 dismissing an appeal from a judgment of Mr. Justice Donovan. (L.G. Feb. 1945, p. 197).

Action was brought by the daughter of the deceased workman who had been a flagman employed by the Canadian National Railways. In the course of his duties he was killed by a bus driven by the defendant who was employed by the Winnipeg Electric Company. Mr. Justice Donovan awarded the plaintiff \$1,500 general damages, \$288 special damages and costs.

Defendant appealed on four grounds:

- (1) that the judgment was against the law and the evidence;
- (2) that the plaintiff's right of action was taken away by Section 5 of the Workmen's Compensation Act;
- (3) that the damages were excessive; and
- (4) that there was contributory negligence on the part of the deceased.

The Court of Appeal held that the cause of death was the defendant's negligence and that there was no contributory negligence on the deceased's part. As regards the amount of the damages, members of the Court considered that the damages were not excessive and the decision of the trial judge as to the

amount should not be altered. The one point for consideration then was the second ground of appeal, the effect of the Workmen's Compensation Act.

Sec. 5 (1) of the Act states that a workman or his dependants entitled to an action against some person other than his employer, may, if entitled to compensation under the Act, claim compensation or may bring such action. Sec. 5 (6) stipulates that, in any case within subsec. (1), neither the workman nor his dependants have any right of action against an employer in any industry within the scope of Part I of the Act. Counsel for defendant argued that the defendant and his employer were joint tortfeasors and if one of them was freed from liability by the statute the other was also. The Court rejected this contention, distinguishing the cases cited in support of it from the present case where any liability of the employer could be only through his relationship to the negligent workman.

Finally, it was pointed out that Sec. 5 (1) confirms the workman's right of action against any person other than his own employer. Subsec. (6) expressly prohibited him bringing an action against another employer within the Act. Without express prohibition of an action against a workman of another employer, it could not be held that the Legislature had intended to take away a right declared in subsec. (1).

On April 7, 1945, Sec. 5 of the Workmen's Compensation Act was amended to bar an action against a workman employed by any employer within the scope of Part I of the Act. *Lytwyn v. Vincent* (1945) 2 Western Weekly Reports 85.

Ontario Court Quashes Order of Selective Service Court of Referees

An Order of a court of referees dismissing an appeal from a ruling of a selective service officer was quashed by the Ontario High Court on April 5. The case arose under the National Selective Service Civilian Regulations which stipulate that where a selective service officer permits an employer to dismiss an employee, the latter may appeal to a court of referees. The court of referees consists of representatives of employers and employed with a chairman appointed by the Government.

The question for the Court to determine was as to whether the court of referees had carried out its duties in accordance with the stipulation in Sec. 214 (9) of the Regulations, as they stood before March 6, 1945: not to "decide an appeal until a reasonable opportunity has been given to the claimant to make representations which he desires the Court to consider in making its decision".

In this case Chief Justice Rose was of the opinion that since the court of referees had heard the parties separately, the claimant being heard first, the latter had not had "any reasonable opportunity of making the representations that he would have made if he had been informed of the points, both of law and of fact, made against him". The Chief Justice was "reluctant" to quash the decision,

partly at least because he could not see what benefit the applicant thought he could derive from the quashing of the decision of the court of referees . . . the quashing of the decision would not have the effect of reversing the ruling of the selective service officer, and it would not reinstate the applicant in his employment. *Re Allinson and the Court of Referees*, (1945) Ontario Weekly Notes 317.

Quebec Appeal Court Upholds Conviction of Union Organizers for Encouraging Strike

On June 5, the Quebec Court of Appeals dismissed the appeal of two labour organizers who had been sentenced on May 8, 1944, in the Magistrate's Court at Three Rivers, to six months in jail on a charge of violating Regulation 51b of the Defence of Canada Regulations. On January 15, 1945, Mr. Justice Girouard, sitting on the Crown side of the Court of King's Bench at Three Rivers, had confirmed the Magistrate's decision. Leave to appeal from his judgment was granted on January 24.

Regulation 51b of the Defence Regulations provides that any person engaged in the production of war material who does any act the natural consequence of which is to retard or interfere with production is liable on summary conviction to imprisonment for not more than

two years or, if prosecuted upon indictment on order of the Attorney General of Canada or of the province, to not more than five years imprisonment. It is stipulated, however, that a person is not guilty of a violation of the regulation merely because he takes part or peacefully persuades others to take part in a strike. A "strike" is defined in Section 2 (ii) as a lawful strike.

The offence occurred in October, 1943, in the course of a dispute between the Aluminum Company of Canada at Shawinigan Falls and some of its workmen over an increase in the number of Soderberg pots which a man was required to tend. The defendants were trying to organize the aluminum workers in a union affiliated with the American Federation of Labour but the company had an agreement with the National Syndicate of Aluminum Workers. When the company gave notice of the seasonal increase from seven to eight pots per man, the accused called a meeting of the employees to protest against the change. Those attending the meeting pledged themselves not to work and to prevent others working if the change was made. During the strike which followed a number of pot lines in one plant became "frozen" and there was considerable loss in production (L.G. 1943, p. 1520).

This strike was illegal under the Industrial Disputes Investigation Act as extended under the authority of the War Measures Act to war industries. The Industrial Disputes Investigation Act prohibits a strike until the dispute has been inquired into and reported on by a board of conciliation and investigation. By an Order in Council of September 16, 1941 (P.C. 7307), the period during which a strike was illegal was extended until the workers concerned notified the Minister of Labour of their desire to strike and, if he ordered a ballot to be taken on the question, until after the vote had been taken and a majority had voted in favour of a strike. This Order in Council, which was repealed on September 1, 1944, stipulated that any person who went on strike or who incited, encouraged or aided any employee to strike in violation of the Order was liable to a maximum fine of \$200 or to imprisonment for not more than 12 months or to both fine and imprisonment.

Before the Court of Appeal, defendants' counsel argued that it was the Order in Council (P.C. 7307) which they had violated and not Defence Regulation 51b. Mr. Justice Prévost, however, with whom the other judges agreed, held that the Order in Council applied only after a board of conciliation and investigation had inquired into a dispute and had reported. It merely prolonged the period during which a strike was illegal from the date

the report was received by the Minister until a vote had been taken by the employees on the question of a strike. In the case of the aluminum workers, the offence occurred before the Minister was informed of the dispute and before a conciliation board had been established. The penalty provision of this Order in Council (P.C. 7307) could not, therefore, apply to the case.

As regards Defence Regulation 51b, Mr. Justice Prévost held that it applied, that the industry was one producing war material, that the strike prevented and reduced production, that the Regulation had to do with "any act" the natural consequence of which was to interfere with production and the proviso that merely taking part in a legal strike was not an offence under the Regulation implied that it was an offence to take part or persuade others to take part in an illegal strike.

As to the objection that the offence under Regulation 51b is an act done with the intention of interfering with production, and there was no evidence of such intention, Mr. Justice Prévost stated that there was no reference in the regulation to motives but merely to an act the natural and probable consequence of which was to hinder production. *Jodoin and Cutler v. R.* Quebec Court of King's Bench (in appeal), June 5, 1945.

***Quebec Court Dismisses Claim for Damages
By Hospital Worker for Hernia***

On March 28, 1944, Mr. Justice Mackinnon in Montreal Superior Court dismissed an action against a hospital for damages resulting from hernia. Plaintiff whose principal duties were preparing vegetables was ordered on September 7, 1939 to sweep the store-room, and alleged that she suffered a hernia while lifting a heavy can. On September 10 she went to another hospital for treatment, and on September 15 was operated on for hernia.

From the evidence of the surgeon who operated it appeared that the plaintiff was predisposed to hernia, as the result of an operation some years before. The doctor was unable to state whether the rupture was a recent one; it could have occurred on September 7 or several months previously.

The Court found that the plaintiff did not mention any extraordinary pain on September 7 or 8, and left her employment very disgruntled after having been transferred to the cafeteria. There was no evidence of plaintiff having been asked to do work too heavy for a normal woman of her weight, and assistance would undoubtedly have been furnished if asked for. A predisposition to hernia could not have been anticipated by the hospital authorities.

The Court concluded that the plaintiff failed to prove that hernia occurred on September 7. Under articles 1053 and 1203 of the Civil Code, the plaintiff must prove negligence, and even if the hernia occurred under the conditions stated, she failed to establish any negligence on the part of the defendant. *O'Rourke v. St.-Luc Hospital*, Montreal Superior Court, March 28, 1944.

***Crown Recovers Cost of Repairs to Vehicle
From Negligent Employee Who Was
Compensated for Accident***

In an action by the Attorney General of Canada to recover \$48.99, the cost of repairs to a tractor, the property of the Crown, Acting Chief Justice Bond in the Superior Court on October 4, 1944, found the defendant guilty of negligence, and awarded judgment against him.

In the course of his employment with the Department of National Defence, the defendant was driving a tractor in the shed at an ordnance depot. In proceeding down an aisle formed by boxes built up on each side, he had to make a turn, and in doing so struck the boxes first on one side and then on the other, overturning the vehicle. As he sustained a partial permanent disability, he was awarded compensation by the Quebec Workmen's Compensation Commission in accordance with the Government Employees' Compensation Act.

The defendant advanced two arguments: (1) that the action should have been brought in the name of the Minister of National Defence rather than the Attorney General; and (2) that since the defendant had received compensation, the plaintiff, under the Workmen's Compensation Act, was precluded from advancing a claim against him. The Court held that there were several precedents which refuted the first argument. As to the second, there was nothing in the Workmen's Compensation Act to prevent an employer from proceeding, under the common law, to recover from the employee loss or damage occasioned by the latter's fault. From the evidence it appeared that the tractor was carelessly driven at an excessive speed under the circumstances. The Court held that this constituted fault on the part of the defendant. *Attorney General of Canada v. Trudel*, Montreal Superior Court, October 4, 1944.

***Order of Saskatchewan Labour Relations
Board in Policemen's Union
Case Quashed***

The Saskatchewan Trade Union Act, 1944, came before the Saskatchewan Court of Appeal in connection with an application for an order

for a writ of *certiorari* to bring before the Court an order made by the Labour Relations Board of Saskatchewan on March 5, 1945, and for an order that the Board's order be quashed.

The Labour Relations Board had directed the applicant in this case, who is chief of police of the City of Regina, to refrain from engaging in "the unfair labour practice", described in the Trade Union Act, of refusing to negotiate from time to time with the representatives of the Regina City Policemen's Association, Local 155, for the settlement of grievances of employees covered by a collective agreement of August 15, 1944, between the City of Regina, through the Board of Police Commissioners, and the Policemen's Association.

The Trade Union Act, Sec. 2 (6) defines "employer" as one who employs three or more persons and it includes His Majesty in right of Saskatchewan. It does not include any employer "whose relations with his employees are within the exclusive jurisdiction of the Parliament of Canada" or whose works or undertakings are defined as essential to the war by the Wartime Labour Relations Regulations of the Dominion Government. An "employer's agent" is defined as:

- (a) any person or association acting on behalf of an employer;
- (b) any officer, official, foreman or other representative or employee of an employer acting in any way on behalf of an employer in respect to hiring or discharging or any of the terms or conditions of employment of the employees of such employer;

Among the powers conferred by the Act on the Labour Relations Board is the authority to make an order requiring an employer to bargain collectively or an order requiring any persons to refrain from violation of this Act or from engaging in any unfair labour practice.

It is declared an unfair labour practice, *inter alia*

... to fail or refuse to bargain collectively with representatives elected or appointed (not necessarily being the employees of the employers) by a trade union representing the majority of the employees in an appropriate union; to refuse to permit any duly authorized representative of a trade union with which he has entered into a collective bargaining agreement to negotiate with him during working hours for the settlement of disputes and grievances of employees covered by the agreement . . .

A certified copy of any order of the Board may be filed in the office of the Registrar of the Court of King's Bench and thereupon becomes enforceable as a judgment or order of the Court.

It is stipulated in the Act that

there shall be no appeal from an order or decision of the Board under this Act, and the Board

shall have full power to determine any question of fact necessary to its jurisdiction, and its proceedings, orders and decisions shall not be reviewable by any court of law or by any *certiorari*, *mandamus*, prohibition, injunction or other proceedings whatsoever.

In August, 1944, the Corporation of the City of Regina, through the Board of Police Commissioners, made an agreement with the Policemen's Association, Local 155. Chief Justice Martin in setting out the facts, remarked that while the City was named as a party to the agreement, it was clear from the agreement that the Board of Police Commissioners was the party intended. The Commissioners agreed to recognize Local 155 as the sole bargaining agent of the employees of the police force. All present members of the Association are to remain in good standing and future employees are required to join the Association within 30 days after the end of a probation period of not more than six months. The agreement has provisions concerning salaries, hours of duty, overtime, annual and sick leave, seniority, promotions, etc. Arbitration of disputes is provided for.

Local 155 complained on January 30, and again on February 4, 1945, to the Labour Relations Board that the chief constable refused to bargain with the union's representatives or to negotiate with them during working hours or at any other time as required by section 8 of the Act. The chief constable was described in the complaints as the employer's agent as defined in Sec. 2 (7) of the Act in that he acts on behalf of the Board of Police Commissioners and has powers, under the City Act to dismiss employees from the police force.

The policemen had, at a general meeting on February 26, 1944, decided to form a union and affiliate with the Trades and Labour Congress of Canada. The applicant, the chief constable, refused to discuss the matter of an agreement when approached by members of the union when they were accompanied by the Saskatchewan representative of the Trades and Labour Congress. The Board of Police Commissioners took the same stand at first but on August 15 entered into the agreement.

On September 23, the applicant refused to discuss grievances and asked that they be submitted in writing. To a written statement he sent "a very sarcastic letter." On November 9, the chief constable instructed the union's representatives to withdraw when they insisted on his stating whether he intended to discuss matters with them. On January 25, 1945 on complaints of discrimination in the matter of a holiday schedule which was included in the agreement, the executive committee of the union tried to meet the applicant again but he refused to receive them on two occasions.

The union, thereupon, applied to the Board for an order restraining the applicant from unfair labour practices.

The application was heard on February 19. The public were excluded. A member of the Board was the representative of the Trades and Labour Congress whom the applicant had asked to leave his office when he accompanied the union men and the applicant's counsel objected to his sitting on this case. The Board, however, decided he should continue.

During the hearing it was admitted by the secretary of the union that the police commissioners had refused the union's request for an amendment to the agreement so as to permit the union's representatives dealing direct with the applicant.

The Labour Relations Board made an order directing the chief constable, as the employer's agent, to refrain from engaging in the unfair labour practice of refusing to negotiate with the union's representatives. A certified copy of the order was filed in the Court of King's Bench on March 10.

The ground on which the Board's order was objected to was that the Board was "without jurisdiction in a number of respects; (1) that the applicant was neither an employer nor employer's agent within the meaning of the Act; (2) that the Trade Union Act, in so far as it purports to make the Board's orders enforceable as orders of the Court are *ultra vires* of the Legislature, as being legislation setting up a superior court or tribunal analogous thereto; (3) that one of the members of the Board was disqualified by reason of bias or reasonable apprehension of bias and such disqualification extended to the Board; and (4) that the Board excluded the public from the hearing."

Chief Justice Martin dealt first with the provision of the Act that there should be no appeal from an order of the Board and its orders should not be reviewable by *certiorari*. There were many precedents to show that the courts, notwithstanding a statutory abolition of the right to *certiorari*, could still exercise the right where the order complained of had been made without jurisdiction. He stated:

In Canada it has been repeatedly held that an express statutory abolition of *certiorari* does not oust the power of the court to issue the writ or to quash a conviction if justices have acted without jurisdiction, for in such a case the inferior court has not brought itself within the terms of the statute taking away *certiorari*;

There is ample authority to the effect that the Court will issue the writ to a body exercising judicial functions though the body cannot be described as being in any ordinary sense a Court.

It is essential, however, that the tribunal should be one which exercises judicial functions and which has the power to impose legal duties

and obligations on the parties before it, similar to those which are usually decreed by Courts of justice. In my opinion the Labour Relations Board is a body which is empowered by the Trade Union Act to exercise certain judicial functions in that it has power to determine questions affecting the rights of parties before it; and there can be no doubt that in making the order in question the Board exercised a judicial function.

Having disposed of the Court's right to review the case, Chief Justice Martin took up the applicant's argument that he was neither an employer nor an employer's agent and so the Board's order was improperly made.

Under the City Act, the Board of Police Commissioners have the power of appointment of members of the force and have "sole charge and control" of the force and police department. Subject to the paramount authority of the Commissioners, the constables are under the control of the chief of police and are charged by the Act with the duty of preserving the peace, apprehending offenders, etc. The chief of police has power to suspend or dismiss members of the force but the latter have the right of appeal to the Commissioners. The chief of police, himself, has the right to appeal, if he is dismissed, to a Judge of the King's Bench. The Commissioners have authority to inquire into the conduct of any member of the force and for that purpose have the powers of a police magistrate to summon witnesses, etc.

In the opinion of Chief Justice Martin, based on authorities cited:

Under the provisions of The City Act police officers and constables are appointed by the Board of Police Commissioners but this does not make them the servants or agents of the City or of the police commissioners; they are appointed to perform a public service in which the City has no corporate interest; their duties are derived from the law and not from the City or the police commissioners, and in performing these duties they act not in the interests of the city but of the public at large.

Counsel for Local 155 called attention to the definition of "employer's agent" in The Trade Union Act and particularly to the words "any officer . . . acting on behalf of an employer in respect to hiring or discharging . . ." His contention was that in as much as the applicant under the provisions of the City Act has power to suspend or dismiss members of the police force he falls within the definition of "employer's agent" in the Trade Union Act. As to this, it is sufficient to say that the applicant in exercising his power to suspend or dismiss does not act on behalf of an employer but under the power conferred upon him by the statute.

The decision therefore must be that the applicant is neither an employer nor an employer's agent and the order of the Board of March 5, 1945, was therefore made without jurisdiction and must be quashed.

Having reached the conclusion that the order must be quashed, on the ground that the applicant is not an agent, it becomes unnecessary for me to consider the important constitutional

question raised as to the validity of sections 9 and 10 of the Trade Union Act. It is the policy of the courts not to express opinions on matters which are unnecessary for the decision of the case in hand, and the question of the constitutionality of the section referred to should therefore be reserved for consideration at an appropriate time.

Mr. Justice Macdonald, with whom Mr. Justice Mackenzie concurred, also considered that the Labour Relations Board was acting in a judicial capacity in making the order and that where a tribunal acts without or in excess of its jurisdiction, *certiorari* lies to remove or quash the proceedings.

As regards the question whether the applicant chief of police was an employer's agent within the meaning of the Trade Union Act, Mr. Justice Macdonald pointed out:

The relation of agency exists *and can only exist* by virtue of the express or implied assent of both principal and agent except in certain cases of necessity in which the relation is imposed by operation of law . . . In this case it was not argued and it could not be successfully argued that the applicant was an agent of necessity. Agency of necessity does not arise if the agent can communicate with his principal . . . Here it is not contended that there was any *contract* of agency between the Board of Police Commissioners and the applicant. What learned counsel for the Association argues is that the provisions of the Trade Union Act and of The City Act constitute the applicant an agent of the Commission . . . It is true that the Police Commission appoints the Chief of Police and all the other members of the police force but their duties and powers are those which, on appointment, are imposed upon and given to them by statute. What these are is indicated by the oath of office which they must take before entering upon their duties . . .

It has been repeatedly held that a police officer is not the servant or agent of either the Police Commission or the Municipal Corporation . . .

Learned counsel for the Association argues that the applicant is an agent of His Majesty the King in the right of the Province and is therefore an employer's agent as defined by The Trade Union Act. The foregoing considerations and authorities are to my mind conclusive that the argument is not sound. If the argument were sound it would mean that the order in question would disclose no unfair practice, for the one alleged is of failure to engage in the settlement of disputes and grievances covered by the collective bargaining agreement between the corporation of the City of Regina through

the Board of Police Commissioners on the one hand and the Association on the other and not between His Majesty and the Association.

The form and substance of the agreement at once raised in mind a serious question whether the agreement is valid at all. No objection to its validity was raised or argued and as its determination is not necessary to a disposition of the case I do not propose to deal with it. I merely wish to guard against any implication that I hold the agreement valid. The question remains open.

I am therefore of opinion that the Labour Relations Board erred in holding that the applicant was an employer's agent.

Mr. Justice Gordon dealt with two other objections which he considered sufficient to invalidate the Board's order: (1) that the representative of the Trades and Labour Congress, Mr. P. W. Haffner, who accompanied the union's representatives when they appeared before the applicant and acted as the union's agent, had sat on the Labour Relations Board when it was hearing the case, and (2) that the proceedings were improperly held *in camera*.

Mr. Justice Gordon stated:

It is clear from a number of cases that it is not necessary to show actual bias on the part of the person or persons exercising judicial functions but it is sufficient for disqualification if there is shown a reasonable ground for apprehension of bias . . . In my opinion Haffner has so identified himself with the cause of the Local, when he became its advocate before the applicant, as to render himself unqualified to act as one of the Board called upon to pass on the applicant's conduct. It hardly seems necessary to state that the disqualification of one member of the Board disqualified all, even if he took no part on the proceedings.

As regards the law in respect to the publicity of judicial proceedings, Mr. Justice Gordon quoted at length from Sir Frederick Pollock, Lord Halsbury and others on the importance of publicity in the administration of justice. He concluded:

In my view the Board as it was constituted, having as a member P. W. Haffner, was incompetent to hear the charge against the appellant, and the further fact that their proceedings were held in camera rendered their order as one made without jurisdiction. I would quash the order without the actual issue of the writ of *certiorari*. *Bruton and Regina City Policemen's Association, Local 155*, (1945) 2 Western Weekly Reports 273.

English Cases

British Employers Liable for Negligence of Their Workmen When Services Hired to Another

Two cases recently argued before the English Court of Appeal involved the question of liability of an employer for the negligence of his workman whose services, at the time of the accident, had been temporarily transferred

to another employer. The judgments were noted in the *Ministry of Labour Gazette* for April. The question before the Court was whether the regular employer or the temporary "employer" was liable for the workman's negligence.

In the first case, the plaintiff was injured through the negligence of a driver of a van

who had been temporarily hired by the plaintiff's regular employers. The trial judge held that at the time of the accident the negligent workman was "employed" by the temporary "employer" and that he and the plaintiff were therefore in common employment. Accordingly, he dismissed the action. The plaintiff appealed, contending that the negligent workman's regular employer was still his "employer" at the time of the accident.

In the second case, the question of common employment did not arise. The plaintiff, engaged in checking goods being loaded into a ship, was injured by a mobile crane driver employed by the Mersey Docks and Harbour Board but temporarily hired to a firm of stevedores. The trial court awarded damages against the Harbour Board as the plaintiff's employer. The Board appealed.

The Court of Appeal held in both cases that the regular employer of the negligent workman was liable for damages. In the first case, the appeal of the injured workman was allowed and in the second case, the appeal of the employer was dismissed.

Lord Justice Morton, speaking for the Court, said that it was clearly established that if the regular employers of a workman wished to contend that they were not his "employers" at the time when his negligence in performing his duties caused an accident, the burden was on them to prove this. The following test had been laid down in a case heard by the Court in 1943:

In the doing of the negligent act was the workman exercising the discretion given him by his general employer, or was he obeying (or discharging) a specific order of the party for whom, on his employer's direction, he was using the vehicle or other instrument.

Applying this test, the Court considered that there was no doubt that in each of these cases, the driver was exercising his own discretion as driver, a discretion which had been vested in him by his regular employer when he was sent out with the vehicle, and he made a mistake with which the hirers had nothing to do. *Dowd v. W. H. Boase & Co. Ltd.*; *McFarlane v. Coggins & Griffiths (Liverpool) Ltd.* Court of Appeal, Feb. 9, 1945.

American Cases

Recent judgments of the United States Supreme Court decided cases involving conflict between Federal and State legislation concerning trade unions and collective bargaining, trade union activity in relation to the Sherman Anti-trust Law of 1890, and the question of whether workpeople under the Fair Labour Standards Act, 1938, can waive their right to wages and liquidated damages in cases where the employers have violated the wage-and-hour provisions of the Act.

The Union Control Law of 1943 of the State of Florida and an Alabama statute of 1943 regulating trade unions (Bradford Act) both came before the Supreme Court on appeal by a labour organization or its representative against judgments of the Supreme Court of the State concerned. The question in the first case was the validity of certain provisions of the State law having regard to the provisions of the Federal National Labour Relations Act (Wagner Act), and in the Alabama case, the validity of certain sections under the constitutional guarantees of freedom of speech and assembly, due process of law, and equal protection under the law, and in view of some conflict with the National Labour Relations Act.

State Regulation of Unions and the National Labour Relations Act

Validity of Alabama Law not to be Decided in Suit for Declaratory Judgment

In the two Alabama cases brought by the Congress of Industrial Organizations and others, and the American Federation of Labour and others, respectively, the petitioners asked for a declaratory judgment that certain sections and the Alabama law as a whole were unconstitutional under Federal and State Constitutions. The cases were considered together.

One section in dispute requires every labour organization to file with the State Department of Labour (1) a copy of its own constitution and by-laws and those of any national or international organization to which it belongs as well as amendments when made, and (2) an annual statement, if union has 25 or more members, showing names and addresses of its officers, their salaries and other remuneration, number of paid-up members, and a complete financial statement giving all receipts and disbursements, names of recipients and purpose of payments, and full statement of money and property owned by the union. The annual statement is also to be furnished to every member of the union. If union is in default with respect to filing the statement, no officer of the union may

collect or accept payment of any dues, assessments or fees. Other sections of the Act make it unlawful to collect or accept any fee, assessment or any sum as a work-permit or as a condition for the privilege of work, excluding initiation fees, or to accept as members executive or supervisory staff if it accepts other classes.

The State Supreme Court held the three sections valid. The United States Supreme Court, on the other hand, decided that their validity could not be adjudicated in a suit for a declaratory judgment since there was no set of facts showing how the statute was being applied. As regards the contention of the respondents, charged with enforcing the Act, that the statute is constitutionally invalid because it denies equal protection of law in not extending its provisions to organizations other than trade unions, the Court held it was without substance, since the Federal Constitution does not require a State to reform or regulate all types of organizations.

Alabama State Federation of Labour, et al v. McAdory, et al, No. 588, June 11, 1945.

*Florida Union Control Act Invalid Where
Conflicts with Wagner Act*

The Florida Union Control Law requires *inter alia* a "business agent" of a union to pay a fee of \$1 and to prove before he can obtain the necessary annual licence, to the satisfaction of the State Board appointed for the purpose, that he has been a United States citizen for more than 10 years, that he has not been convicted of a felony and that he is a person of good moral character. After 30 days during which objections may be heard the licence may be issued. A "business agent" is defined as any person who for financial or pecuniary consideration acts or tries to act for a Union "in soliciting or receiving from any employer any right or privilege for employees" . . . or "in the issuance of membership or authorization cards, work permits or any other evidence of rights granted or claimed in, or by, a labour organization."

A union before "operating" in the State is required to file a written report with the Secretary of State, showing its name, location of offices, and names and addresses of officers.

The Attorney General of Florida applied for an injunction against the union and its business agent, Hill, restraining them from functioning as such until they had complied with the requirements of the statute. It was claimed that Hill had not a licence to act as business agent and the union had not fulfilled the statutory requirements so it could legally

operate in the State. Hill was enjoined from continuing to act as business agent until he obtained a licence and the union was enjoined from functioning until it made the report and paid the fee to the Secretary of State. The Supreme Court of Florida affirmed this decision.

When the case came before the Supreme Court of the United States Mr. Justice Black, delivering the majority opinion, stated that

the only question we find it necessary to decide in this case is whether a Florida statute regulating labour union activities has been applied to these petitioners in a manner which brings it into irreconcilable conflict with the collective bargaining regulation of the National Labour Relations Act. . . . That federal Act we decided in *Allen-Bradley Local v. Labor Board* . . . did not wholly foreclose State power to regulate labor union activities. Certain conduct, such as mass picketing, threats, violence and related actions, we held were not governed by the Wagner Act, and hence, Wisconsin was free to regulate them. We carefully pointed out, however, that had the State order under consideration, "affected the status of the employees, or . . . caused any forfeiture of collective bargaining rights, a distinctly different question would arise." That question which was so distinctly reserved in the Wisconsin case has now arisen in this case.

It was pointed out that the Florida statute had already interfered with the collective bargaining process. An employer before the National Labour Relations Board defended his refusal to bargain with the duly selected representative of the workers on the ground that the representative had not a Florida licence.

The Board properly rejected the employer's contention holding that Congress did not intend to subject the "full freedom" of employees to the eroding process of "varied and perhaps conflicting provisions of State enactments."

* * *

The declared purpose of the Wagner Act as shown in its first section, is to encourage collective bargaining, and to protect the "full freedom" of workers in the selection of bargaining representatives of their own choice. To this end Congress made it illegal for an employer to interfere with, restrain or coerce employees in selecting their representatives. Congress attached no conditions whatsoever to their freedom of choice in this respect. Their own best judgment, not that of someone else, was to be their guide. "Full freedom" to choose an agent means freedom to pass upon that agent's qualifications.

In this case the business agent had been enjoined, and if the Florida law were valid, he could be found guilty of a contempt and also be convicted of a misdemeanor for doing

what the United States Congress permits him to do.

The collective bargaining which Congress has authorized contemplates two parties free to bargain, and cannot thus be frustrated by State legislation. We hold that Section 4 of the Florida Act is repugnant to the National Labor Relations Act.

Similarly, as regards the union,—

The requirement as to the filing of information and the payment of a \$1 annual fee does not, in and of itself, conflict with the Federal Act. But for failure to comply, this union has been enjoined from functioning as a labor union. It could not without violating the injunction and also subjecting itself to the possibility of criminal punishment even attempt to bargain to settle a controversy or a strike. It is the sanction here imposed, and not the duty to report, which brings about a situation inconsistent with the federally protected process of collective bargaining.

* * *

Our holding is that the National Labor Relations Act and Sections 4 and 6 of the Florida Act as here applied cannot move freely within the orbit of their respective purposes without infringing upon one another.

Chief Justice Stone, concurring in part, emphasized that:

the National Labor Relations Act does not preclude a State from requiring a labor union, or its officers and agents, as such, to procure licences or make reports or perform other duties which do not materially obstruct the exercise of rights conferred by the National Labor Relations Act or other federal legislation. . . . But it is quite another matter to say that a State may fix standards or qualifications for labor unions and their officers and agents which would preclude any of them from being chosen and from functioning as bargaining agents under Section 7 of the National Labor Relations Act. The right conferred on employees to bargain collectively through a representative of their own choosing is the foundation of the National Labor Relations Act. Without that right, or if it were restricted by State action, the Act as drawn would have little scope for operation.

The Chief Justice dissented from the majority opinion as regards Section 6 of the Florida Act. He could find no conflict between this section requiring, under penalty, labour organizations to furnish information and the National Labour Relations Act. He stated:

I can find no logical or persuasive legal ground or practical reason for saying that Congress by the enactment of the National Labour Relations Act intended to preclude the State from exercising to the utmost extent its sovereign power to enforce the lawful demands of Section 6 of the Florida Act. There is no more occasion for implying such a Congressional purpose where the union is prevented from functioning by punishment or injunction, for a violation of a valid State law, than for saying that Congress, by the National Labor Relations

Act, intended to forbid the States to arrest and imprison a labor leader for the violation of any other valid State law, because that would prevent his or the union's functioning under the National Labor Relations Act. The question is wholly one of State power. Here the State power is not restricted by the commerce clause standing alone, nor, as far as I can see, by any Congressional intention expressed in the provisions of the National Labor Relations Act.

Mr. Justice Frankfurter, dissenting, with whom Mr. Justice Roberts agreed, quoted a statement of policy formulated long ago in the Supreme Court in a case involving the problems of

judicial accommodation between respect for the supplanting authority of Congress and the reserved police power of the States: "We agree, that in the application of this principle of supremacy of an Act of Congress in a case where the State law is but the exercise of a reserved power, the repugnance or conflict should be direct and positive, so that the two Acts could not be reconciled or consistently stand together". *Sinnott v. Davenport*, 22 How. 227, 243.

As regards the Wagner Act, Mr. Justice Frankfurter pointed out that its aim was to equalize bargaining power between employers and their employees by putting federal law behind the employees' right of association to which employers objected.

The rights Congress created, the obligations it defined, the machinery it devised for enforcing these rights and securing obedience to these obligations, all were exclusively concerned with putting the strength of the Government against this conduct by employers. All other aspects of industrial relations were left untouched by the Wagner Act, and purposely so. All activities or aspects of labor organizations outside of their right to be free from employer coercion were left wholly unregulated by that Act. Neither expressly nor by indirection did the Wagner Act displace whatever police power the States may have to deal with those aspects of the life of a trade union as to which Congress, with eyes wide open, refused to legislate. When Congress purposely dealt only with the employer aspect of industrial relations and purposely abstained from making any rules touching union activities, the internal affairs of unions, or the responsibility of union officials to union members and to the public, Congress certainly did not sponge out the States' police power as to these matters. It wipes out State power and distorts Congressional intention to disregard the limited policy explicitly set forth by Congress. That policy—curbing of employer interferences with union rights—was scrupulously observed by Congress in the substantive provisions as well as in the enforcement structure of the Act. There is not a breath in the Act referring to any aspect of union activity unrelated to employer interference therewith. By refusing to legislate beyond that, Congress did not forbid the States from so legislating.

* * *

If the Wagner Act has left Florida free to deal with these matters, Florida may not only legislate but also provide for enforcement of its legislation. In other words, if Florida may call for reports and require business agents to apply for licences, of course Florida may provide appropriate sanctions for such regulations. If a union may properly be required to file a report and does not do so and therefore is prohibited from pursuing its industrial activities until it does file such a report, the State is not interfering with whatever rights the union may have under the Wagner Act. It will be time enough to consider such a claim of conflict, if anything that Florida may exact should, in a concrete situation, actively interfere with appropriate action by the National Labor Relations Board. *Hill v. Watson, State of Florida ex rel.*, No. 811, June 11, 1945.

Application of Anti-Trust Laws to Trade Unions

Combination of Union, Manufacturers and Contractors

With two judges dissenting, the U.S. Supreme Court reversed the decision of the lower court and declared illegal on June 18, as violating the Sherman Anti-trust Act, a combination between a trade union and manufacturers of electrical equipment and contractors whereby these three groups were able to exercise a complete monopoly in the New York district and prevent the installation and use of certain goods manufactured outside the area or by non-union firms. The action was brought by manufacturers operating outside New York City against a local of the International Brotherhood of Electrical Workers, for an injunction to restrain the union and its members from continuing to engage in a wide range of activities.

Mr. Justice Black, in giving the opinion of the Court, said:

The question presented is whether it is a violation of the Sherman Anti-trust Act for labour unions and their members, prompted by a desire to get and hold jobs for themselves at good wages and under high working standards, to combine with employers and with manufacturers of goods to restrain competition in, and to monopolize the marketing of, such goods . . .

Under these (closed shop) agreements, contractors were obligated to purchase equipment from none but local manufacturers who also had closed shop agreements with Local No. 3; manufacturers obligated themselves to confine their New York City sales to contractors employing the Local's members. In the course of time, this type of individual employer-employee agreement expanded into industry-wide understandings, looking not merely to terms and conditions of employment but also to price and market control . . . The combination among the three groups, union, contractors and manufacturers, became highly successful from the standpoint of all of them. The business of New York City manufacturers had a phenomenal growth, thereby multiplying the jobs available

for the Local's members. Wages went up, hours were shortened, and the New York electrical equipment prices soared, to the decided financial profit of local contractors and manufacturers. The success is illustrated by the fact that some New York manufacturers sold their goods in the protected city market at one price and sold identical goods outside of New York at a far lower price. All of this took place, as the Circuit Court of Appeals declared, "through the stifling of competition", and because the three groups, in combination as "co-partners", achieved "a complete monopoly which they used to boycott the equipment manufactured by the plaintiffs." Interstate sale of various types of electrical equipment has, by this powerful combination, been wholly suppressed.

The Court declared that it was obvious that this combination of business men violated the Sherman Act.

unless its conduct is immunized by the participation of the union . . . Our problem in this case is therefore a very narrow one—do labour unions violate the Sherman Act when, in order to further their own interests as wage earners, they aid and abet business men to do the precise things which that Act prohibits?

The Sherman Act of 1890 was directed against monopolistic practices. It made no exception of trade union activity but in 1914, after long controversy over the propriety of regulating trade relations and controversies and labour relations and disputes as if they created similar problems, Congress passed the Clayton Act to strengthen the Sherman law against restraints on business competition. This statute declared labour not a commodity or article of commerce and stipulated that the Sherman Act should not be construed to forbid the operation of labour or agricultural organizations for purposes of mutual help. The Act also limited the power of Courts to issue injunctions in cases arising out of a dispute over conditions of employment or to prohibit certain specified acts.

The Clayton Act, however, was held not to protect trade unions which boycotted dealers by whom the union members were not employed, because those dealers insisted on selling goods produced by the employers with whom the unions had a dispute over conditions of employment. These judgments of the Supreme Court, that the Clayton Act protected trade union activities only when they were directed against the workers immediate employers, brought about the enactment in 1920 of the Norris-LaGuardia Act forbidding the issue of injunctions by federal Courts in the case of labour disputes as defined more broadly in that Act and

emphasized the public importance under modern economic conditions of protecting the rights of employees to organize into unions and to engage in "concerted activities for the purpose of collective bargaining or other mutual aid and protection" . . .

The result of all this is that we have two declared congressional policies which it is our responsibility to try to reconcile. The one seeks to preserve a competitive business economy; the other to preserve the rights of labour to organize to better its conditions through the agency of collective bargaining. We must determine here how far Congress intended activities under one of these policies to neutralize the results envisioned by the other.

Aside from the fact that the labour union here acted in combination with the contractors and manufacturers, the means it adopted to contribute to the combination's purpose fall squarely within the "specified acts" declared by Section 20 not to be violations of federal law. For the union's contribution to the trade boycott was accomplished through threats that unless their employers bought their goods from local manufacturers the union labourers would terminate the "relation of employment" with them and cease to perform "work or labour" for them; and through their "recommending, advising, or persuading others by peaceful and lawful means" not to "patronize" sellers of the boycotted electrical equipment . . .

We have been pointed to no language in any Act of Congress or in its reports or debates, nor have we found any, which indicates that it was ever suggested, considered, or legislatively determined that labour unions should be granted an immunity such as is sought in the present case. It has been argued that this immunity can be inferred from a union's right to make bargaining agreements with its employer. Since union members can without violating the Sherman Act strike to enforce a union boycott of goods, it is said they may settle the strike by getting their employers to agree to refuse to buy the goods. Employers and the union did here make bargaining agreements in which the employers agreed not to buy goods manufactured by companies which did not employ the members of Local No. 3. We may assume that such an agreement standing alone would not have violated the Sherman Act. But it did not stand alone. It was but one element in a far larger program in which contractors and manufacturers united with one another to monopolize all the business in New York City, to bar all other business men from that area, and to charge the public prices above a competitive level. It is true that victory of the union in its disputes, even had the union acted alone, might have added to the cost of goods, or might have resulted in individual refusals of all of their employers to buy electrical equipment not made by Local No. 3. So far as the union might have achieved this result acting alone, it would have been the natural consequence of labour union activities exempted by the Clayton Act from the coverage of the Sherman Act . . . But when the unions participated with a combination of business men who had complete power to eliminate all competition among themselves and to prevent all competition from others, a situation was created not included within the exemptions of the Clayton and Norris-LaGuardia Acts . . .

Our holding means that the same labour union activities may or may not be in violation of the Sherman Act, dependent upon whether the union acts alone or in combination with business groups. This, it is argued, brings about a wholly undesirable result—one which leaves labour unions free to engage in conduct which restrains trade. But the desirability of such an exemption of labour unions is a ques-

tion for the determination of Congress. It is true that many labour union activities do substantially interrupt the course of trade and that these activities lifted out of the prohibitions of the Sherman Act, include substantially all, if not all, the normal peaceful activities of labour unions. It is also true that the Sherman Act "draws no distinction between the restraints effected by violence and those achieved by peaceful means . . .", *Apex Hosiery Co. v. Leader*, and that a union's exemption from the Sherman Act is not to be determined by a judicial "judgment regarding the wisdom or unwisdom, the rightness or wrongness, the selfishness or unselfishness of the end of which the particular union activities are the means," *U.S. v. Hutcheson*. Thus, these congressionally permitted union activities may restrain trade in and of themselves. There is no denying the fact that many of them do so, both directly and indirectly. Congress evidently concluded, however, that the chief objective of Anti-trust legislation, preservation of business competition, could be accomplished by applying the legislation primarily only to those business groups which are directly interested in destroying competition. The difficulty of drawing legislation primarily aimed at trusts and monopolies so that it could also be applied to labour organizations without impairing the collective bargaining and related rights of those organizations has been emphasized both by congressional and judicial attempts to draw lines between permissible and prohibited union activities. There is, however, one line which we can draw with assurance that we follow the congressional purpose. We know that Congress feared the concentrated power of business organizations to dominate markets and prices. It intended to outlaw business monopolies. A business monopoly is no less such because a union participates, and such participation is a violation of the Act.

As regards the injunction granted by the District Court, the Supreme Court found that

When we turn to the sweeping commands of the injunction, we find that its terms, directed against the union and its agents alone, restrained the union, even though not acting in concert with the manufacturers, from doing the very things that the Clayton Act specifically permits unions to do.

The district Court was in error in refusing to limit the injunction so as to enjoin only those activities prohibited by the Clayton Act in which the union engaged in combination with any person, firm, or corporation which is a non-labour group. The restraining order was directed to be modified in accordance with the opinion of the Supreme Court. *Allen Bradley Co. v. Local Union No. 3, International Brotherhood of Electrical Workers et al*, No. 702, June 18, 1945.

Anti-Trust Laws, Leave Union Members Free to Refuse Employment and to Deny Membership to Others

Another opinion on the application of the Sherman Act to labour unions and their members in quite different circumstances was also given on June 18. By a five-to-four decision

the Court rejected the contention that respondent union had violated the Act and refused the injunction and treble damages asked for.

The case arose out of a dispute between a union of drivers and haulers and the petitioner, an employing firm engaged in motor trucking, most of it across State lines and a large part of its business being with the Great Atlantic and Pacific Tea Company. A strike in 1937 of truckers and haulers of A. & P. resulted in a closed shop agreement. The petitioner had refused to unionize his business and had tried to operate during the strike in which much violence occurred and a union man was killed. After the agreement was made, all contract haulers working for A. & P., including the petitioner, were notified that their employees must become members of the union. All of the other contract haulers except the petitioner either joined the union or made closed shop agreements with it.

The union, on its part, refused to negotiate with the petitioner or to admit any of its employees to membership. A. & P., at the union's instigation, cancelled its contract with petitioner which, later, lost a contract with another company and was unable to obtain any further hauling contracts in Philadelphia. The petitioner then brought suit for an injunction and treble damages. The district Court and Circuit Court of Appeals found no cause of action under the Sherman and Clayton Anti-trust Acts. The Supreme Court granted certiorari "because of the questions involved concerning the responsibility of labour unions under the Anti-trust laws."

In the words of Mr. Justice Black,

The "destruction" of petitioner's business resulted from the fact that the union members, acting in concert, refused to accept employment with the petitioner, and refused to admit to their association anyone who worked for petitioner. The petitioner's loss of business is therefore analogous to the case of a manufacturer selling goods in interstate commerce who fails in business because union members refuse to work for him. Had a group of petitioner's business competitors conspired and combined to suppress petitioner's business by refusing to sell goods and services to it, such a combination would have violated the Sherman Act . . . A labour union which aided and abetted such a group would have been equally guilty. *Allen Bradley Co. et al. v. Local Union No. 3, I.B.E.W.*, this day decided. The only combination here, however, was one of workers alone and what they refused to sell petitioner was their labour.

It is not a violation of the Sherman Act for labourers in combination to refuse to work. They can sell or not sell their labour as they please, and upon such terms and conditions as they choose, without infringing the Anti-trust laws . . . A worker is privileged under congressional enactments, acting either alone or in concert with his fellow workers, to associate or decline to associate with other workers, to

accept, refuse to accept, or to terminate a relationship of employment, and his labour is not to be treated as "a commodity or article of commerce" . . . It was the exercise of these rights that created the situation which caused the petitioner to lose its hauling contracts and its business.

As regards the argument that since the union members' refusal to accept employment was due to personal antagonism against the petitioner arising out of the killing of a union man, Mr. Justice Black pointed out that Congress showed no purpose to make *any* kind of refusal to accept employment a violation of the Anti-trust laws. From an earlier judgment (*U.S. v. Hutcheson*), Mr. Justice Black quoted:

So long as a union acts in its self-interest and does not combine with non-labour groups, the licit and the illicit under Sec. 20 are not to be distinguished by any judgment regarding the wisdom or unwisdom, the rightness or wrongness, the selfishness or unselfishness of the end of which the particular union activities are the means.

He stated further:

The controversy in the instant case, between a union and an employer, involves nothing more than a dispute over employment, and the withholding of labour services. It cannot therefore be said to violate the Sherman Act, as amended. That Act does not purport to afford remedies for all torts committed by or against persons engaged in interstate commerce . . . Whether the respondents' conduct amounts to an actionable wrong subjecting them to liability for damages under Pennsylvania law is not our concern.

Mr. Justice Roberts, dissenting, held that the judgment should be reversed; that there was no precedent in the Supreme Court's decisions applying to the case. He said.

There was a labour dispute as to unionization between motor carriers and the union representing employees. The record demonstrates that the dispute involved in this case was no part of that labour dispute but an off-shoot of it; not involving wages, unionization, closed shop, hours or other conditions of work . . .

The petitioners had been, and were at the time, in competition with other similar interstate carriers. The sole purpose of the respondents was to drive petitioners out of business in that field. This they accomplished. Thus they reduced competition between interstate carriers by eliminating one competitor from the field. The conspiracy, therefore, was clearly within the denunciation of the Sherman Act, as one intended, and effective, to lessen competition in commerce and not within any immunity conferred by the Clayton Act.

Mr. Justice Jackson, also dissenting, with whom the Chief Justice and Mr. Justice Frankfurter agreed, stated:

It is hard to see how this union is excused from the terms of the Act when in the *Allen Bradley* case we hold that labour unions even though furthering their members' interests as wage earners violate the Act when they combine with business to do the things prohibited by the Act. There, too, labour performed its part of the conspiracy by denying or threatening to

deny labour to employers. But in that case we hold that no absolute immunity is granted by the statute, and that because of its purpose and its association, the labour union violated the Act. Here too the purpose of the respondent union is such as to remove the union's activities from the protection of the Clayton and Norris-La Guardia Acts . . .

Those statutes which restricted the application of the Sherman Act against unions were intended only to shield the legitimate objectives of such organizations, not to give them a sword to use with unlimited immunity. The social interest in allowing workers to better their condition by their combined bargaining power was thought to outweigh the otherwise undesirable restriction on competition which all successful union activity necessarily entails. But there is no social interest served by union activities which are directed not to the advantage of union members but merely to capricious and retaliatory misuse of the power which unions have simply to impose their will on an employer . . .

Strikes aimed at compelling the employer to yield to union demands are not within the Sherman Act. Here the employer has yielded, and the union has achieved the end to which all legitimate union pressure is directed and limited. The union cannot consistently with the Sherman Act refuse to enjoy the fruits of its victory and deny peace terms to an employer who has unconditionally surrendered. *Hunt et al. v. Crumboch et al.*, No. 570, June 18, 1945.

Waiver of Right to Liquidated Damages Under Fair Labour Standards Act No Bar to Action to Recover Such Damages

On April 9, 1945, the Supreme Court of the United States held that, where there is no bona fide dispute between the employer and workmen as to liability, the fact that an employee has given his employer a written waiver of his right to the remuneration required under the Fair Labor Standards Act and to liquidated damages as provided in the Act, does not bar a subsequent action by the employee to recover the remuneration and damages. The employee, however, may not recover interest on his claim.

Three cases were dealt with in one opinion by the Court. In the first case, a watchman employed for two years by the Brooklyn Savings Bank, the petitioner was offered and accepted over two years after he left the Bank's service, the overtime compensation, \$423.16, required under the federal Fair Labor Standards Act in return for a release of all his rights under the Act. The sum did not include any payment for liquidated damages which the Act stipulates shall be paid, in addition to wages, and to an amount equal to the unpaid wages, by any employer who violates the wage provisions of the Act. The payment was made after the Act had been declared to apply to building operators like the petitioner. The watchman later brought an action to recover the damages.

The New York Municipal Court dismissed the action but the New York Appellate Division and the New York Court of Appeals held that the respondent was entitled to damages. Since the question had not come before the U.S. Supreme Court, the latter agreed to review the case.

In a second case, the operator of a box factory failed, during a period of four years, to pay the respondent for overtime work at the rate of time and a half as required by the Act. When the Administrator of the Act procured an order restraining him from violating the Act, the petitioner offered the employee \$500, a sum both parties knew was less than the remuneration due, in return for a release of all claims against the petitioner. Suit was later brought by the respondent to recover the balance of wages, \$276, and \$776, liquidated damages. All the lower Courts gave judgment for the respondent but for the same reason as in the Brooklyn Bank case, the Supreme Court granted certiorari.

The third case presented the issue of whether, in a suit to recover unpaid wages and liquidated damages, the employee is entitled to interest on the sums recovered.

A preliminary point in the Bank case was the question whether the respondent's release was given in settlement of a dispute between the parties as to coverage or the amount due under the Act or whether it constituted a mere waiver of his right. The evidence showed there was no dispute and the employee merely accepted the sum offered and waived his right to further payments. The Court, therefore, had to consider how the law applied in the absence of such a dispute.

Mr. Justice Reed, for the Court, pointed out that:

It has been held in this and other courts that a statutory right conferred on a private party, but affecting the public interest, may not be waived or released if such waiver or release contravenes the statutory policy . . . Where a private right is granted in the public interest to effectuate a legislative policy, waiver of a right so charged or coloured with the public interest will not be allowed where it would thwart the legislative policy which it was designed to effectuate. With respect to private rights created by a federal statute, such as Section 16 (b), the question of whether the statutory right may be waived depends upon the intention of Congress as manifested in the particular statute . . .

Neither the statutory language, the legislative reports nor the debates indicates that the question at issue was specifically considered and resolved by Congress. In the absence of evidence of specific Congressional intent, it becomes necessary to resort to a broader consideration of the legislative policy behind this provision as evidenced by its legislative history and the provisions in and structure of the Act . . .

The legislative history of the Fair Labor Standards Act shows an intent on the part of

Congress to protect certain groups of the population from sub-standard wages and excessive hours which endangered the national health and well-being and the free flow of goods in interstate commerce. The statute was a recognition of the fact that due to the unequal bargaining power as between employer and employee, certain segments of the population required federal compulsory legislation to prevent private contracts on their part which endangered national health and efficiency and as a result the free movement of goods in interstate commerce. To accomplish this purpose standards of minimum wages and maximum hours were provided. Neither petitioner nor respondent suggests that the right to the basic statutory minimum wage could be waived by any employee subject to the Act. No one can doubt but that to allow waiver of statutory wages by agreement would nullify the purposes of the Act. We are of the opinion that the same policy considerations which forbid waiver of basic minimum and overtime wages under the Act also prohibit waiver of the employee's right to liquidated damages.

Liquidated Damages

We have previously held that the liquidated damage provision is not penal in its nature but constitutes compensation for the retention of a workman's pay which might result in damages too obscure and difficult of proof for estimate other than by liquidated damages . . . It constitutes a Congressional recognition that failure to pay the statutory minimum on time may be so detrimental to maintenance of the minimum standard of living "necessary for health, efficiency and general well-being of workers" and to the free flow of commerce, that double payment must be made in the event of delay in order to insure restoration of the worker to that minimum standard of well-being. Employees receiving less than the statutory minimum are not likely to have sufficient resources to maintain their well-being and efficiency until such sums are paid at a future date. The same policy which forbids waiver of the statutory minimum as necessary to the free flow of commerce requires that reparations to restore damages done by such failure to pay on time must be made to accomplish Congressional purposes . . .

The private-public character of this right is further borne out by an examination of the enforcement provisions of the Act . . . the Administrator was given limited enforcement powers . . . Sole right to bring such suit was vested in the employee under Section 16 (b). Although this right to sue is compensatory, it is nevertheless an enforcement provision. And not the least effective aspect of this remedy is the possibility that an employer who gambles on evading the Act will be liable for payment not only of the basic minimum originally due but also damages equal to the sum left unpaid. To permit an employer to secure a release from the worker who needs his wages promptly will tend to nullify the deterrent effect which Congress plainly intended that Section 16 (b) should have. Knowledge on the part of the employer that he cannot escape liability for liquidated damages by taking advantage of the needs of his employees tends to insure compliance in the first place . . .

As the provisions of the Act are mandatory in form, they reflect the policy discussed above,

the Court found, in spite of the absence from the Act of any specific provision prohibiting waiver of rights under the Act. It was therefore held that the legislative history and provisions of the Act support a view prohibiting such waiver.

Chief Justice Stone dissented and Mr. Justice Roberts and Mr. Justice Frankfurter agreed with him that there was—

nothing in the Fair Labor Standards Act to prevent the effective operation of such a release upon the cause of action for liquidated damages more than any other . . .

These provisions and these alone afford some basis for inferring a Congressional policy against the release of minimum and overtime wages. But the Act places the right to recover liquidated damages authorized by Section 16 (b) on a very different footing. That Section expresses no command. It merely imposes a civil liability on the employer and gives an action to the employee to enforce the liability.

The studious avoidance of any provision making the non-payment of the liquidated damages a public wrong, by the omissions of sanctions which the statute does impose for the failure to pay minimum and overtime wages, is the most persuasive kind of evidence that it was the Congressional purpose to leave undisturbed the general policy of the law that a mere private claim for damages may be released at the will of the claimant . . .

The provisions of the Act show, and the legislative history emphasizes, that Congress intended to treat the liquidated damage obligation differently from its command to pay minimum and overtime wages. Because of this difference we cannot say that it intended to place the employee so far in tutelage as not to be free to give, and the employer to obtain, a release of what is by the terms of the statute nothing more than a cause of action for damages which in fact he may or may not have suffered.

The decision in the *Brooklyn Bank* case governed the second case before the Court.

As regards the question of the right to interest, as it was raised in the third case, Mr. Justice Reed stated:—

We are of the opinion that the question of the right to interest on sums recoverable under the provisions of Section 16 (b) of the Act constitutes a question of federal, not local, law . . . Section 16 (b) authorizes the recovery of liquidated damages as compensation for delay in payment of sums due under the Act. Since Congress has seen fit to fix the sums recoverable for delay, it is inconsistent with Congressional intent to grant recovery of interest on such sums in view of the fact that interest is customarily allowed as compensation for delay in payment. To allow an employee to recover the basic statutory wage and liquidated damages with interest would have the effect of giving an employee double compensation for damages arising from delay in the payment of the basic minimum wages . . . Allowance of interest on minimum wages and liquidated damages recoverable under Section 16 (b) tends to produce the undesirable result of allowing interest on interest. *Brooklyn Savings Bank v. O'Neil; Dize v. Maddux; Arsenal Building Corp. v. Greenberg* Nos. 445, 554, 421, April 9, 1945.

Training

Post-War Training Programs in Canada

THE Hon. Humphrey Mitchell, Minister of Labour, recently issued the following statement on post-war training programs:

A survey of post-war employment problems has indicated the necessity for improving and increasing Canada's vocational training facilities as a permanent measure. In this connection the Government has had the benefit of recommendations from the Vocational Training Advisory Council, a body made up of representatives of labour and employers, and representatives of the Provinces who are technical officers engaged in educational endeavours.

It is obvious that increased vocational training facilities must be available in the post-war transition period to meet the following main objectives:

- (a) Training or re-training of ex-members of the Armed Services;
- (b) Re-training of war workers; and
- (c) Training of young persons, including those of high school age.

Announcement was made some time ago of special Dominion-Provincial agreements, covering Rehabilitation Training of members of the Armed Services, to be carried out jointly by the Departments of Labour and Veterans Affairs, and the Provinces.

Also, announcement was made some time ago of a plan under which the Dominion and Provinces would co-operate in regard to apprenticeship—whether affecting ex-service people or young civilians—and this plan is in effect.

Two Orders in Council of March this year relate to the permanent provision through the Provinces of the additional facilities Canada will require in the post-war period; they will result in the provision of more training in industry; they look to a broadening of the types of courses to be available; and they will be slanted for the first few years in the direction of very definitely assisting in the transition from war to peace.

In all Dominion plans, full recognition is given to the fact that vocational training is within provincial jurisdiction. The method utilized by the Department of Labour is to

assist the Provinces in carrying through their obligations.

P.C. 1648, of March 8, 1945, provides for agreements with the Governments of the Provinces, under which a total sum of up to \$2,000,000 may be paid to the Provinces each year for 10 years, to assist in operating plans of vocational training at secondary or high school level; and also, an additional sum of up to \$10,000,000 during the next three years, to assist the Provinces in capital expenditures to provide and equip vocational school facilities, needed to carry on the training, and additional to facilities already possessed by the Provinces.

The second Order, P.C. 1388, also of March 8, 1945, authorizes agreements with the Provinces, to provide vocational training to persons referred by the Employment Service of the Unemployment Insurance Commission. This refers to any man or woman over 16 years of age, to take either full-time or part time courses, so that this will be available to war workers whose employment prospects may depend upon re-training. The Vocational Training Co-ordination Act, 1942, makes general provision for agreements with the Provinces covering training of the types dealt with in these Orders in Council. Nothing carried through under the new Orders will interfere with this Rehabilitation Training Plan now in operation. If facilities should be short, the ex-service people will have priority on available facilities. But the two new Orders, by increasing total Provincial vocational training facilities, will actually increase facilities for training veterans.

Training may be in schools or training centres, or directly in industry. Training is to be given for those occupations offering the best chance of jobs, and the best prospect of permanent employment.

Agreements with the Provinces under P.C. 1648 will be for as long as 10 years. Under P.C. 1388—the Order designed to assist in re-training adults over 16 years of age—agreements are not to exceed 3 years from April 1, 1945.

The Fourth Statutory Condition in the Unemployment Insurance Act governing receipt

of benefit, empowers the Commission to withhold benefit, if an applicant refuses to undergo a course of training to which he or she is directed by the Commission. Hence, one necessity to provide vocational courses for adult workers, though the training schemes as now drafted will be available for a number of wage earners who may not be drawing insurance benefit.

It is suggested that present plans will be of material assistance in easing the transition from a wartime to a peace time economy, in properly equipping both Canada's youth and adult industrial population to meet the many varied demands for trained, technical personnel, and at the same time, assist the Provinces in modernizing, so to speak, their vocational training facilities.

To provide further facilities for young persons, even after they have ended regular school attendance, provision is made now to renew the agreements with the Provinces, to again conduct the trade training as given to young persons under the Youth Training Scheme, immediately before the war.

Making use of previously existing provincial and local vocational training facilities,

over 250,000 civilians and 120,000 men for the Armed Services received vocational training during the war under the War Emergency Training Program, toward which the Dominion contributed about \$25,000,000 through the Department of Labour.

The post-war training program in its various phases will again build on existing facilities, which were of such great value for wartime training. In fact the post-war training will benefit materially from the corps of competent instructors now available to the provinces and local authorities.

Very shortly, as the number of discharges from the Armed Forces mounts, the numbers of ex-service people receiving training is bound to rise rapidly. The Department of Labour—in co-operation with the Provinces and the Department of Veterans Affairs, makes arrangements for pre-matriculation academic courses, as well as for trade or vocational training of ex-service people. Even at this early date a total of over 11,000 men and women discharged from the Forces have been enrolled for rehabilitation training in a variety of occupations under the plans handled through Labour Department.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:—

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the up-grading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Navy, Army and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Veterans Affairs;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to May 31, 1945, the gross enrolment under Canadian Vocational Training has been as follows:—

Training for Industry.....	268,253
Army Tradesmen	48,741
Navy Tradesmen	9,051
R.C.A.F. Tradesmen	65,211
Rehabilitation (discharged persons from the Forces).....	11,228
Students	7,649
Total	410,133

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the

As the number being trained for industry and for the Armed Forces has decreased to such an extent, from now on tables showing this type of enrolment will not be printed in the LABOUR GAZETTE. The only detailed figures published will be those dealing with the training of ex-service personnel, and in future issues of the GAZETTE, it is contemp-

REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1945 TO MAY 31, 1945 (Subject to Revision)

		NUMBERS IN TRAINING			PLACEMENTS AND WITHDRAWALS FROM REHABILITATION CLASSES			
					Placed in Employment		Trained but not Reported Placed	Left before Training Completed
		From April 1/45 to May 31/45	Enrolled in May	At End of May	From April 1/45 to May 31/45	(1) In May	From April 1/45 to May 31/45	From April 1/45 to May 31/45
Dominion Summary								
In Schools	Men.....	3,990	793	3,097	332	180	102	460
	Women.....	770	93	585	91	56	13	83
In Industry	Men.....	1,012	200	843	68	33		101
	Women.....	31	6	21	3	1		7
Total.....		5,803	1,092	4,516	494	270	115	651
Prince Edward Island								
In Schools	Men.....	24	1	18	2			4
	Women.....	4		4				
In Industry	Men.....	16	5	14	1	1		1
	Women.....							
Total.....		44	6	36	3	1		5
Nova Scotia								
In Schools	Men.....	70	9	56	6	5		8
	Women.....	6	1	5	1			
In Industry	Men.....	17	3	16	1			
	Women.....	3	2	3				
Total.....		96	15	80	8	5		8
New Brunswick								
In Schools	Men.....	113	19	80	11	4	2	20
	Women.....	20	3	15	1			4
In Industry	Men.....	18	3	15	1	1		2
	Women.....	1	1	1				
Total.....		152	26	111	13	5	2	26
Quebec								
In Schools	Men.....	390	44	314	40	19	1	35
	Women.....	103	12	77	11	4		15
In Industry	Men.....	131	38	108	17	9		6
	Women.....	4	1	3				1
Total.....		628	95	502	68	32	1	57
Ontario								
In Schools	Men.....	1,887	481	1,530	62	34	68	227
	Women.....	210	33	168	15	12	6	21
In Industry	Men.....	399	80	341	11	8		47
	Women.....	2		2				
Total.....		2,498	594	2,041	88	54	74	295
Manitoba								
In Schools	Men.....	395	91	315	27	10	10	43
	Women.....	112	14	78	17	9	1	16
In Industry	Men.....	69	14	59	4	1		6
	Women.....	2		1				1
Total.....		578	119	453	48	20	11	66
Saskatchewan								
In Schools	Men.....	242	35	159	62	31	6	15
	Women.....	63	10	47	11	6	2	3
In Industry	Men.....	83	15	65	9	2		9
	Women.....	1		1				
Total.....		389	60	272	82	39	8	27
Alberta								
In Schools	Men.....	467	68	328	56	30	11	72
	Women.....	124	9	93	22	16	3	6
In Industry	Men.....	122	23	102	15	7		5
	Women.....	7	1	5	1	1		1
Total.....		720	101	528	94	54	14	84
British Columbia								
In Schools	Men.....	402	45	297	66	47	4	36
	Women.....	128	11	98	13	9	1	18
In Industry	Men.....	157	19	123	9	4		25
	Women.....	11	1	5	2			4
Total.....		698	76	523	90	60	5	83

(1) Includes graduates from previous month's classes who were not reported placed until after May 1, 1945.

plated that several tables will be published on rehabilitation training, giving further information as to the general types of training being given to former members of the Forces.

On May 31, 75 men and 112 women were enrolled in pre-employment classes for industry in all provinces. On the same date, the enrolment in plant schools was 74 men and 163 women, of whom 212 were in the Province of Quebec. It is anticipated that this type of training will entirely disappear in the next few months, as no new plant schools are being opened. The main emphasis on training in industry is being placed on the streamlined classes for supervisors and foremen. Enrolment in part-time classes on May 31 was 226 men and 26 women, with the major enrol-

ment being in the Provinces of Ontario, Alberta and British Columbia.

The enrolment of Army tradesmen at the end of May was 1,211, being a decrease during the month of 137. Corresponding enrolment of Naval tradesmen was 105, being a decrease of 184.

In the month of June several special classes were opened in connection with the regular Schools of Social Work, to give a three month intensive course to Social Welfare Aides, whose services, on graduation, would be used for social case work required by the Department of National Defence or other War Departments of the Dominion Government. These classes are being held at Montreal, Toronto and Winnipeg.

Vocational Training at Ontario Training and Re-establishment Institute

THE Dominion and Provincial Governments have established a vocational training centre in the old Toronto Normal and Model schools founded by Egerton Ryerson a century ago.

These old buildings now constitute the backbone of the Ontario Training and Re-establishment Institute. Other buildings comprising this Dominion-Provincial vocational training project—which occupies the 5-acre city block bounded by Victoria, Gerrard, Church and Gould Streets—are the nine temporary buildings on the site used until recently by the Royal Canadian Air Force.

All these buildings have been reconstructed to their new uses at a present cost to the Dominion Government of \$225,000. A further \$50,000 will be required to complete the work.

The cost of the school's equipment is shared equally by the Dominion and Provincial governments, while the expenses of operation and instruction are met largely by Dominion grants.

The Ontario Training and Re-establishment Institute has three major divisions—Matriculation, Commercial, and Technical. In the Matriculation division there are at present some 650 students, all ex-service personnel. This number makes it necessary temporarily to run the classes in two shifts.

The Technical division operates a number of schools. These include the Machine Shop and schools for tool making, motor mechanics, and stationary engineering. There is also a school for welding and ironworking. A school for the building trades runs courses in carpentry, painting and decorating, plumbing, steamfitting, plastering, bricklaying, electric

construction and tinsmithing. There is a Horological school which teaches watchmaking and jewellery work. The school for Radio and Electronics is coupled with a complete small-scale broadcasting station.

Other schools are for the graphic arts (printing trades); barbering; hairdressing; hotel, restaurant and bakery trades; cabinet making; mechanical draughting, and architectural draughting. In addition, schools are now being planned for the needle trades, for refrigeration and air-conditioning; also for electrical maintenance and repairing when sufficient electrical equipment becomes available.

The training of returned service personnel is not limited to that given directly in the vocational school itself. Training is also given on the job, by special arrangement with employers. As much of such training necessarily comes within the purview of plant foremen, the school gives special preparatory courses in foremanship training. Other training is given by special arrangement with private trade schools and colleges, and with municipal technical schools.

Over 950 ex-service men are now taking the various courses in the Toronto school; and much of the work of converting the buildings to their present use has been done, and is still being done, by students as a part of their practical training.

In addition to rehabilitation students, there are some sixty C.W.A.C. personnel taking the course for army clerks, or "writers", to use the naval terminology. There is also a class of ex-war workers receiving training for secretarial jobs in the civil service.

*Electrical Workers Promote Instruction in Electronics**

A NOTEWORTHY example of the interest being taken in technical education by labour union leadership is afforded in the project initiated by the International Brotherhood of Electrical Workers, late in 1944. Officials of the Brotherhood at Washington had become keenly aware of the rapid war-time development of the science of electronics and its probable applications in many phases of peace-time industry. It had attained "a four billion dollar development", involving the manufacture of machines controlled by electrical "robots", through the use of photo-electric cells and vacuum tubes and the operation and maintenance of such equipment.

Electrical workers were determined to progress with this development of the industry and to do so, it was recognized that special training for persons employed in the industry was a first essential. To meet this need, the International Brotherhood established and endowed a national school of electronics at the Engineering College of Marquette University, Milwaukee, Wisconsin. The college agreed to provide eight intensive six-week courses to be given to classes of 80 to 85 worker-students per class. Each student was nominated and his expenses paid by a local union affiliated with the International Brotherhood. In this way it was proposed to give special training to some 700 men a year in the operation and maintenance of electronic equipment. In turn, these men were required to return to their local unions and to act as instructors in night classes, so that instruction might be given to as many as 25,000 members within a year.

Electrical Companies Co-operate

Full co-operation was given by the General Electric Company, the Westinghouse Company and Allis-Chalmers Co. Engineers from these companies acted both in a consultative capacity in arranging the courses and later in supplementing the teaching staff of the College. Laboratory equipment was provided by the Brotherhood at a cost of approximately \$30,000 and included modern electronic apparatus such as was being used in leading American wartime industrial plants. Provision was made for furnishing each member of the several classes with recorded copies of

all lectures, together with technical bulletins containing a complete description of the installation, maintenance and operation of electronic equipment, for use by the night classes set up by local unions. Arrangements were also made with certain large industrial plants in the vicinity of Milwaukee to enable the men to see certain industrial applications of photo-electric equipment.

The first course at Marquette was commenced on November 13, 1944, with a full complement of staff and students and set the pace for those to follow in 1945. The students spent seven hours a day hearing lectures and working in the college laboratories. So keen was the interest that, at the request of the men, the daily program was soon increased to eight hours, with portions of the afternoons spent in industrial plants. Motion pictures and phonographic records supplemented the lectures given by instructors. The eighth and final course of the series will commence on September 17, and end on October 26, 1945.

Other schools, following closely the Marquette technique, have been organized in a number of leading American cities. In some instances buildings are being erected and endowed by the unions to provide permanent accommodation for this class of instruction. By these means the International Brotherhood of Electrical Workers and its affiliated unions seek to prepare their members to take full advantage in the post-war era, of the great strides made in many branches of the science of electricity during the war.

Canadian Interest in Course

Chiefly because of regulations concerning international travel and exchange, Canadian locals found it impracticable to send representatives to the classes at Marquette. One Ontario local union is reported to have solved the problem by obtaining the services of a qualified electrical engineer and lecturer from the University of Toronto who conducted classes during the past winter, using material obtained from the Marquette course.

* Information in this article supplied by G. M. Bugniet, International Secretary, International Brotherhood of Electrical Workers, Washington, D.C.

Activities of Unemployment Insurance Commission

Statistical Analysis of Operations During May—Unemployment Insurance Registrations—The Fund—Decisions of Umpire

CLAIMS for Unemployment Insurance benefit in local offices of the Unemployment Insurance Commission totalled 8,825 during May compared with 8,430 in April and 4,654 during May, 1944.*

Persons signing the live unemployment register during the last six working days of May numbered 16,645 (10,044 males and 6,601 females). During the comparable period in April 19,197 persons (12,886 males and 6,311 females) signed while 7,329 persons (5,490 males and 1,839 females) signed during the last six working days in May, 1944. It is expected that the number of claims filed and of persons signing the live unemployment register will fall off because of the normal seasonal upswing of the employment index in the spring and summer months. The decrease in recorded unemployment among those covered by the Unemployment Insurance Act has been relatively less this spring than during the same months last year (claims decreased from 6,463 in April to 4,654 in May, 1944, and persons signing the live unemployment register from 12,053 during the last week in April to 7,329 in the last six working days of May, 1944). At the same time it is significant that up to the end of May, layoffs from war plants did not sufficiently affect the general manpower picture to offset the normal seasonal tendency.

Of the 8,013 claims adjudicated at insurance offices during May, 6,148 were considered "entitled to benefit" and 1,865 "not entitled to benefit". The chief reasons for non-entitlement were: "insufficient contributions while in insurable employment" 731 cases; "voluntarily left employment without just cause" 700 cases and "discharged for misconduct" 190 cases.

During May 21,294 persons received benefit payments totalling \$672,869 for 349,996 compensated unemployed days compared with 22,995 persons who were paid \$591,265 for 304,102 days in April and 14,095 persons paid \$473,709 for 240,232 days in May, 1944.

* Material in this section is supplied by Unemployment Insurance Commission and Dominion Bureau of Statistics.

The average duration of the unemployment compensated was, then, 16.4 days in May, 13.2 days in April and 17.0 days in May, 1944. The average amount of benefit paid per beneficiary was \$31.60 in May, \$25.71 in April and \$33.61 in May, 1944. The average amount of benefit paid per compensated day of unemployment was \$1.92 in May, \$1.94 in April and \$1.97 in May, 1944.

Unemployment Insurance Fund

Total employer-employee contributions during May amounted to \$5,283,813.80 as compared with \$5,126,883.62 in the same month last year.

Benefit payments in May this year amounted to \$671,326.41. This represents an increase of 42.3 per cent over the figure for May last year when benefit payments amounted to \$471,757.74.

Total revenue for May amounted to \$9,014,384.06. Benefit payments during the month took only 7.4 per cent of this figure so that 92.6 per cent of the month's revenue remained in the Fund, increasing the balance in the Fund by \$8,343,057.65.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at May 31, 1945, 2,237,277 employees were issued with Insurance books and had made contributions to the Fund at one time or another, since April 1, 1945, and 141,296 employers were registered as having insurable employees.

Registration as at May 31, 1945, by regions follows:

TABLE 1—REGISTRATIONS AS AT MAY 31, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,140	162,605
Quebec	38,525	674,752
Ontario	52,240	916,532
Prairie	25,516	293,173
Pacific	13,875	190,215
Total for Canada..	141,296	2,237,277

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO MAY, 1945

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,667	13,307
April.....	2,925	3,953	6,463	8,430
May.....	2,799	2,027	4,654	8,825
June.....	4,629	1,772	3,226	
July.....	2,668	1,087	3,106	
August.....	1,855	1,370	3,241	
September.....	1,118	1,013	3,715	
October.....	1,058	1,475	6,222	
November.....	1,748	2,896	11,798	
December.....	3,337	6,562	13,770	
Total.....	26,924	36,660	90,897	65,964

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1945

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	36	27	9	30	20	7	17
Nova Scotia.....	820	688	132	760	300	77	411
New Brunswick.....	388	316	72	295	137	83	85
Quebec.....	3,285	2,727	558	3,171	2,569	1,012	1,150
Ontario.....	1,520	1,276	244	1,359	1,062	186	227
Manitoba.....	1,286	1,052	234	890	712	189	159
Saskatchewan.....	175	138	37	169	162	20	25
Alberta.....	581	423	158	628	512	95	191
British Columbia.....	734	563	171	770	665	196	210
* Total, Canada, May, 1945.....	8,825	7,210	1,615	8,072	6,148	1,865	2,475
Total, Canada, April, 1945.....	8,430	6,518	1,912	8,939	8,408	2,179	2,416
Total, Canada, May, 1944.....	4,654	3,816	838	4,741	4,421	1,057	1,552

TABLE 4.—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of May, 1944	Month of May, 1945	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	324	731	1,498
Not capable of and not available for work.....	23	71	131
Loss of work due to a labour dispute.....		35	36
Refused offer of work and neglected opportunity to work.....	24	79	175
Discharged for misconduct.....	48	190	506
Voluntarily left employment without just cause.....	541	700	1,563
Other reasons (1).....	97	59	135
Total.....	1,057	1,865	4,044

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions, claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	125	46	2,020	\$ 3,503
Nova Scotia.....	1,086	458	16,686	32,588
New Brunswick.....	345	141	6,613	12,528
Quebec.....	10,370	2,472	173,251	330,776
Ontario.....	2,162	752	34,323	66,647
Manitoba.....	2,348	693	40,984	77,342
Saskatchewan.....	652	157	11,327	21,627
Alberta.....	1,895	761	24,241	47,955
British Columbia.....	2,311	577	40,551	79,903
Total, Canada, May, 1945.....	21,294	6,057	349,996	672,869
Total, Canada, April, 1945.....	22,995	5,477	304,102	591,265
Total, Canada, May, 1944.....	14,095	5,223	240,232	473,709

Average duration of unemployment compensation..... 16.4 days
 Average amount of benefit paid per person..... \$31.60
 Average amount paid per compensated day of unemployment..... \$ 1.92

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT MAY 31, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	310	90	400
Clerical Workers.....	733	1,226	1,959
Sales Workers.....	409	810	1,290
Service Workers.....	922	537	1,466
Agricultural Workers and Fishermen.....	41	156	197
Food Workers.....	49	203	252
Textile and Clothing Workers.....	169	56	225
Loggers.....	6	.....	6
Sawmill and Wood Operators.....	46	.....	46
Printing Workers.....	24	.....	24
Shoe and Leather Workers.....	31	.....	31
Stone, Clay and Glass Workers.....	6	.....	6
Electrical Workers.....	96	.....	96
Coal Miners.....	754	.....	754
Other Miners (except coal).....	21	.....	21
Construction Workers (except carpenters).....	215	.....	215
Carpenters.....	445	.....	445
Machine Shop Workers and Operators.....	236	.....	236
Sheet Metal Workers.....	34	30	64
Foundry, Smelter and other Metal Workers.....	278	415	693
Miscellaneous Skilled Workers.....	1,042	840	1,882
Automobile and Other Mechanics.....	163	.....	163
Miscellaneous Unskilled Workers—Heavy Labour.....	1,776	.....	1,776
Miscellaneous Unskilled Workers—Light Labour.....	2,231	2,238	4,469
Totals.....	10,044	6,601	16,645

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT MAY 31, 1945

	19 and less		20-29		30-44		45-54		55-59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA.....	504	1,017	1,471	3,105	2,169	1,809	1,525	495	1,019	90	3,356	85	10,044	6,601	16,645

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION, INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1945

Month	REVENUE							EXPENDITURE			
	CONTRIBUTIONS (Gross less refunds)							Total Revenue	Benefit Payments	Balance in Fund	
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Sale of Securities				
Total from July 1, 1941 to Dec. 31, 1944	\$ 108,602,701 96	\$ 43,021,805 60	\$ 50,433,437 79	\$ 1,349,789 42	\$ 203,407,794 77	\$ 40,681,558 04	\$ 10,525,471 73	\$ 254,614,825 44	\$ 4,544,532 94	\$ 250,070,242 50	
1945											
January.....	2,828,387 24	988,675 22	1,414,265 78	50,924 80	5,282,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	256,076,636 80	
February.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 34	922,816 87	97,499 83	5,634,401 14	821,052 62	260,890,035 32	
March.....	3,402,135 65	1,089,941 63	1,488,125 78	39,568 51	6,019,771 57	1,203,954 33	1,441,374 50	8,665,100 40	1,520,675 86	268,034,459 86	
April.....	2,564,201 14	900,036 34	1,383,744 70	49,692 52	4,897,674 70	979,534 94	275,250 00	6,152,459 64	590,203 31	273,596,716 19	
May.....	2,691,404 87	1,079,743 91	1,398,222 29	114,442 73	5,283,313 80	1,056,762 76	2,673,807 50	9,014,384 06	671,326 41	281,939,773 84	
Total.....	13,845,586 68	4,944,131 04	7,005,875 55	302,004 18	26,097,597 45	5,219,519 51	4,701,276 93	36,018,393 89	4,148,862 55	281,939,773 84	
GRAND TOTAL.....	122,448,348 64	47,965,936 64	57,439,313 34	1,651,793 60	229,805,392 22	45,901,073 45	15,226,748 66	290,633,219 83	8,693,445 49	281,939,773 84	

The Column "Interest on Investments and Profit on Sale of Securities" represents:—
(a) Interest received on due dates from various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—

Arrears of contributions from Government Departments in November 1944.....	\$ 940,000 00
Paid in advance.....	4,307 80
Contributions in respect of Service in the Armed Forces.....	704,485 75
Miscellaneous.....	3,000 05
	<u>\$ 1,651,793 60</u>

Digest of Selected Decisions of Canadian Umpire Under Unemployment Insurance Act

THE Unemployment Insurance Commission submits the following digest of selected decisions of appeals heard by the Canadian Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. Other decisions were published in the April issue of the LABOUR GAZETTE page 534; May issue, page 733; and June issue, page 883. The selected decisions are classified under two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU—B.32 (April 24, 1945)

The claimant asked that his claim for benefit be antedated, giving as his only reason for the delay in filing his application, his ignorance of the provisions of the Act; HELD: Ignorance of the Act does not constitute good cause for delay in making application for benefit.

The material facts of the case are as follows:

The claimant, a married man aged 52, was employed as a civilian watchman by the Air Force. His employment terminated on October 31, 1944, but he did not apply for benefit until November 10 and at that time requested that his claim be antedated to the date of separation from employment.

The Insurance Officer refused the request for antedating on the grounds that the claimant did not show good cause for the delay in making application for benefit.

The claimant appealed from this decision to the Court of Referees and in a majority decision the Court upheld the decision of the Insurance Officer.

From this decision the claimant appealed to the Umpire. The appeal was considered without an oral hearing.

DECISION

The Umpire's decision was that the request for antedating should not be granted and gave as his reasons:

The sole reason given for failure to claim benefit at the time of separation from employment is ignorance of the law.

The Unemployment Insurance Act has been in operation for approximately three and one-half years and it is reasonable to assume that by this time its more important provisions are known to those who are intended to benefit by the provisions of the Act. There was a time when the lack of knowledge of the requirements in connection with the making of an application for benefit was quite under-

standable but that can no longer be accepted as a valid reason for failure to apply for benefit after the employment has been terminated.

CU—B.33 (April 24, 1945)

The claimant became unemployed on July 15 and on her doctor's orders took a rest until September 15 when she filed a claim for benefit. On October 26 she refused to apply for a position at a salary considerably lower than that which she had previously received, claiming that the employment was not suitable on that account. The Insurance Officer disqualified her for receipt of benefit on the ground that a reasonable period of time had elapsed since she became unemployed on July 15 and, for that reason, the employment offered could be considered suitable employment within the meaning of the proviso to Section 31 of the Act; HELD: For the purposes of the Act the claimant's period of unemployment did not commence on July 15 but rather on September 15, and as she had been unemployed only for a little more than a month, the employment offered could not be considered as suitable within the meaning of the proviso to Section 31 of the Act.

The material facts of the case are as follows:

The claimant, a married woman aged 44 years, was employed as a comptometer operator by an industrial corporation from December 22, 1942 until July 15, 1944 and during that period received a salary of \$100.64 per month. The claimant's doctor advised her to take two months' rest from her work. She followed his advice and on September 15 applied at the Local Office for employment. At the time of making her application for employment there was no suitable employment available. On September 21, she submitted her application for insurance benefit.

On October 26, the claimant was offered employment in the same line of work but at a salary of \$19.00 per week. She refused this employment on the ground that it was unsuitable by reason of low wages and by reason of the fact that the employment was temporary in nature. The Insurance Officer then disqualified her for receipt of further benefit as from October 26, on the ground that she had refused an offer of suitable employment. During the period of her unemployment she had been referred to a position as comptometer operator, paying a salary of \$25.00 per week but, although she applied immediately, she learned that the position had already been

filled. Subsequently, some eighteen days after she had been disqualified, she was offered and accepted employment as a comptometer operator at a salary of \$21.00 a week.

The claimant appealed from this decision to the Court of Referees which, by a majority decision, upheld the Insurance Officer. The decision of the Court of Referees was based on sub-paragraph (iii) of Section 31 (b) of the Act, the Court apparently being of the view that a reasonable time had elapsed during which it was not possible for her to get employment at her former salary and, further, that the salary offered was not lower than that recognized by good employers.

The claimant appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons that:

The decision of the Court of Referees appears to be based on the premise that the period of unemployment commenced on July 15 and that, when she applied for benefit late in September, she had already been unemployed for more than two months. This is hardly a proper assessment of the facts. During the period from July 15 to September 15, the claimant was taking a rest on her doctor's instructions and quite properly had not applied for employment and certainly in that sense could not be regarded as being unemployed. As a matter of fact, the claimant was simply not available for employment during that period. Accordingly, when, on October 26, the Insurance Officer disqualified her for receipt of further benefit, she had for the purposes of the Act been unemployed for only a little more than a month. In these circumstances it cannot be said that a reasonable time had elapsed and it is considered that she was within her rights in refusing employment at a lower rate of remuneration than she had been accustomed to receive. It is significant, too, that during the period of unemployment she had been offered employment as a comptometer operator at a higher rate of remuneration than what would be paid in the temporary position which she refused and which was the basis of disqualification by the Insurance Officer. Furthermore, it was only eighteen days after the disqualification that she was again offered employment as a comptometer operator at a higher rate of remuneration than that which she had refused. All of these circumstances point to the fact that she was quite justified in refusing temporary employment at a rate which was apparently low, not only in comparison with what she had formerly been paid,

but in comparison with what was being paid by other employers in the same area for the same type of work.

CU—B.34 (April 26, 1945)

The claimant was notified of an offer of employment by means of a telephone call by an Officer of the Local Office of the Commission. The Court of Referees was of the opinion that a telephone call was not a proper means of notifying a claimant of vacant employment; HELD: the telephone is a proper means of communication as between a Local Office of the Commission and a claimant, in order to notify a claimant of an offer of employment.

The material facts of the case are as follows:

The claimant, a single girl aged 19 years, was employed as a salesgirl in a departmental store and by reason of poor health found it necessary to leave her employment on July 1, 1944 to take a rest. On September 8, she filed a claim for benefit and her claim was allowed. On September 21, the Local Office of the Commission telephoned her, advising her of a possible vacancy which would be suitable for her and requesting that she call at the office immediately.

The claimant says that she thought that she recognized the voice on the telephone as that of one of her friends whom she suspected of playing a hoax. Accordingly, she did not call at the Local Office until the following morning. However by that time the vacancy had been filled. Because of the delay in reporting at the Local Office, the Insurance Officer disqualified her.

The claimant appealed from this decision to the Court of Referees and the Court unanimously allowed her claim.

From this decision the Insurance Officer appealed to the Umpire on the ground that the claimant was negligent in not complying with the telephone request to report at the Local Office and against the finding of the Court of Referees that a telephone call is not a proper means of communication with an insured person.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons:

Dealing with the second point, as it is the point involving a real question of principle, the conclusion arrived at is that the telephone is a proper means of communication as between a Local Office of the Unemployment Insurance Commission and a benefit claimant. The Unemployment Insurance Commission has the responsibility imposed upon it by a statute, of operating a national employment service

and it goes without saying, that the service must be the most efficient service that it is possible to attain. It is obvious that the Commission in its Local Offices must use all of the normal modern means of quick communication. The telephone is quite a normal method for the transaction of daily business. There is no doubt that the Local Offices of the Commission must use the means of communication which will give the greatest assistance in effecting prompt placement of unemployed persons.

The claimant says, however, that she did not believe that the call was from the Local Office and she should be given the benefit of the doubt in that regard.

The decision of the Court of Referees insofar as it relates to the proper means of communication between a Local Office and a benefit claimant is reversed but on the question of the negligence of the claimant in not reporting forthwith to the Local Office, the appeal of the Insurance Officer is disallowed for the reasons already stated.

Immigration to Canada During 1944-45

THERE was a substantial increase in the number of immigrants entering Canada for the fiscal year ending March 31, 1945, compared with that of the preceding fiscal year, according to figures released by the Immigration Branch of the Department of Mines and Resources.

During the period April, 1944, to March, 1945, a total of 15,306 immigrants came to Canada, representing a 69 per cent increase over the number of persons (9,040), entering the country during the corresponding period of 1943-44.

Immigration to Canada reached its lowest ebb during the calendar year 1942 when only 7,576 persons settled in the country (L.G., Feb. 1943, p. 214). This was the smallest figure since Confederation. The peak figure was reached in 1913 during which year there were over 400,000 immigrants to Canada.

In the period under review, the greatest number of immigrants, 9,943, were from the British Isles, an increase of 132.4 per cent over the 4,278 persons entering Canada from this source during the comparable period in 1943-44. From the United States there were 4,624, an increase of 4.1 per cent over the 1943-44 figure of 4,441.

An increase occurred in the number of persons classified as belonging to Northern European races, of from 203 in the period 1943-44 to 444 in the year 1944-5. Of this

total 13 were Belgian, 12 Danish, 28 Dutch, 2 Finnish, 305 French, 55 German, 1 Icelandic, 13 Norwegian, 6 Swedish, and 9 Swiss.

There were 295 immigrants in the group classified as "Other Races". Of these 18 were Czech, 93 Hebrew, 26 Italian, 19 Magyar, 23 Negro, 43 Polish, 14 Ruthenian, and 12 Spanish. The remaining 47 were of 20 different races.

Of the total number of immigrants, 2,628 were adult males, 7,725 adult females, and 4,953 children under eighteen years of age.

Classified according to occupation, the number was divided as follows:

	Males	Females	Children
Farming	266	128	122
Labouring	647	157	122
Mechanics	625	149	151
Trading	401	438	170
Mining	84	4	1
Female Domestic			
Servants	—	367	74
Other Classes....	605	6,482	4,313

Of the 15,306 persons entering this country the destination of the largest number, 6,310, was Ontario, while the remainder were divided as follows: Nova Scotia, 2,256; New Brunswick, 713; Prince Edward Island, 78; Quebec, 2,389; Manitoba, 672; Saskatchewan, 630; Alberta, 792; British Columbia, 1,459; Yukon Territory, 5; Northwest Territories, 2.

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment across Canada.

The employment situation at the beginning of May, 1945, as reported by employers:—For the fifth successive month there was a general downward trend in industrial activity according to the Dominion Bureau of Statistics.

The index number of employment at May 1, 1945, was 175.5, as compared with 176.9 a month earlier and 178.2 at May 1, 1944 and also at May 1, 1943.

The Bureau's report was tabulated from data received from 15,232 establishments, in which the employees numbered 1,789,970. This was less by 14,234, or 0.8 per cent than the personnel reported at the beginning of April. In the Dominion as a whole, there was a substantial recession in manufacturing, from which 12,233 men and women were laid off by the co-operating establishments. Among the non-manufacturing industries there was a marked reduction in logging, the number released by the camps reporting being 18,718 persons. Although the reduction was on a smaller scale than at May 1, 1944, it exceeded the average of the years since 1920. Employment increased in services, communications, transportation, construction and maintenance.

The average earnings per employee advanced from \$32.00 at April 1, to \$32.55 at the beginning of May, as compared with \$32.26 at May 1, 1944 and \$30.59 at May 1, 1943.

Unemployment as reported by the Unemployment Insurance Commission:—Claims for unemployment insurance benefit increased during May, the number being 8,825 as compared with 8,430 in April and 4,654 in May, 1944.

Report on employment conditions, June, 1945:—Labour demand in Canadian industries excluding agriculture dropped sharply during the month as more workers were made available due to lay-offs resulting from cut-backs in war production and to the return to industry of Armed Service personnel. Employment and Selective Service Officers reported that manpower requirements at June 21

totalled 135,973; this was 10,814 less than the number of workers required four weeks earlier. However, the supply of available workers, as indicated by the number of applicants registered at employment offices but not yet referred to specific jobs, rose steadily during this period, and at June 22 totalled 45,181, an increase of 5,265 during the month.

Applications for Employment, Vacancies and Placements, May, 1945.—Reports received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period May 4 to May 31, 1945, showed a moderate decrease in the average daily placements as compared with those of the four-week period ending May 3, and a more noteworthy loss in comparison with the five weeks April 28 to June 1, 1944. The most outstanding changes under the first comparison were declines in manufacturing, services and trade. Under the second comparison, apart from slight increases in finance and insurance and fishing, hunting and trapping, all industrial groups recorded losses; the most noteworthy being in manufacturing, forestry and logging, and services. Vacancies during the four weeks numbered 182,908. There were 167,010 applications for employment and 118,483 placements were effected in regular and casual employment.

Unemployment in trade unions.—The percentage of unemployment among trade union members increased fractionally during the quarter ending March 31, though remaining less than one per cent. At the beginning of January the figure was 0.6 per cent while at March 31, 1945, it was 0.7 per cent.

The March, 1945, figure was based on returns from 2,337 local labour organizations, having a total membership of 421,779 persons.

Total employment in Canada.—A preliminary estimate of Canada's total manpower distribution made by the Research and Statistics Branch of the Department of Labour indicates that at April 1, 1945, 4,296,000 persons 14 years of age and over were gainfully occupied, of whom 3,246,000 were in non-agricultural industry, including 901,000 in war industry. In addition there were 762,000 persons in the Armed Forces.

The Employment Situation at the Beginning of May, 1945, as Reported by Employers

THE monthly survey of the employment situation as at May 1, 1945 (depicting the situation existing just before V-E Day), shows that for the fifth successive month, there was a generally downward trend in industrial activity. The Dominion Bureau of Statistics tabulated data from 15,232 establishments in which the employees numbered 1,789,970; this was less by 14,234, or 0.8 per cent, than the personnel reported at the beginning of April. Although the loss is contra-seasonal according to the experience of pre-war years, it repeats the movement indicated at May 1 in 1944 and 1943, in each of which, indeed, the general contraction was on a larger scale. The shrinkage in employment at the date under review was accompanied by a moderate increase in the payrolls disbursed as compared with April 1, when the observance of the Easter holidays had resulted in lowered earnings.

Based on the 1926 average as 100, the index number of employment at May 1, 1945, was 175.5, as compared with 176.9 in the preceding month, and 178.2 at May 1 in 1944 and also in 1943. With the exception of those two years, employment at the date under review was at a higher level than in any other May

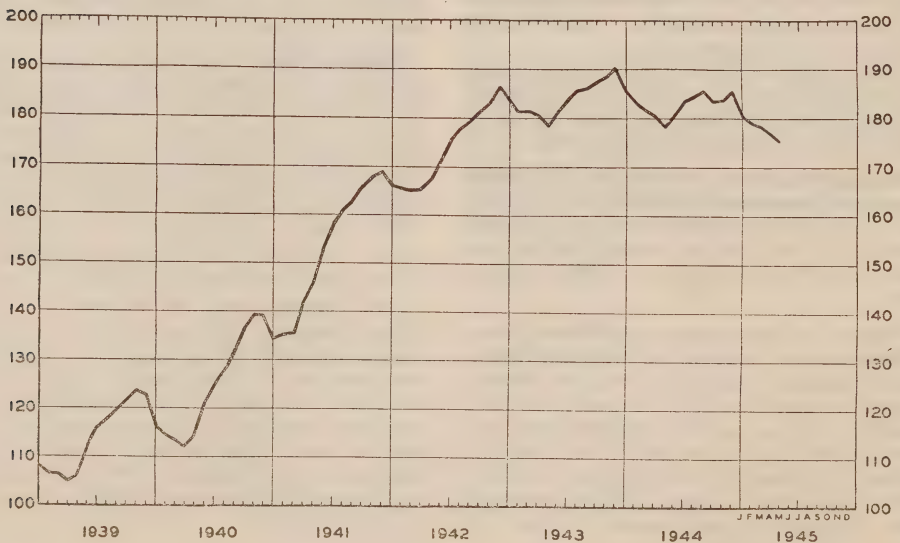
in the record. Since the latest decline was contrary to the usual trend at the time of year, there was a falling-off in the seasonally-corrected index, which fell from 187.4 at the first of April to 182.2 at the beginning of May.

A brief review of the situation at May 1 as compared with April 1 shows curtailment in all provinces except Nova Scotia and New Brunswick. The declines in Ontario were most noteworthy, over 12,000 persons having been released by the firms furnishing information in this province. The reductions in Quebec and the Western Provinces were generally moderate.

In the Dominion as a whole, there was a substantial recession in manufacturing, from which 12,233 men and women were laid off by the co-operating establishments. The tendency in the production of durable and of non-durable manufactured goods was unfavourable, some 7,400 persons being released from the former and over 5,100 from the latter; central electric stations, however, showed heightened activity. Employment in iron and steel plants was particularly affected by the curtailment in operations, over 6,700 employees having been released therefrom. In this group, which for

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting in comparison with the average number of employees they reported during the calendar year 1926 as 100.



over five years has been almost exclusively engaged on war production, the index, at 291.6, was 12.7 per cent lower than a year ago, being also the lowest indicated since the early summer of 1942. However, employment in these industries at the date under review was still some three times as great as at September 1, 1939.

Within the non-durable goods industries, the largest reduction at the first of May as compared with April 1 took place in the chemical industries, from which nearly 2,300 persons were released. Textiles also showed a considerable decline of a seasonal character.

Among the non-manufacturing industries, there was a marked reduction in logging, the co-operating camps releasing 18,718 persons in a seasonal movement which considerably exceeded the average in the experience of the years since 1920, although it was on a smaller

scale than at May 1, 1944. Mining was slacker, the largest loss taking place in the production of metallic ores; a falling-off was also indicated in retail trade. On the other hand, employment increased in services, communications, transportation and construction and maintenance. The expansion in the last-named was substantial, nearly 15,200 persons being added to the staffs of the contractors making returns. Most of the gain was in work on the roads.

Payrolls

The reduction of 0.8 per cent in the number in recorded employment at May 1 as compared with April 1 was accompanied by an increase of 0.9 per cent in the disbursements in salaries and wages. These rose from \$57,739,543 in the last return, to \$58,262,067 at the beginning of May. The higher payrolls

TABLE 1—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
April 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
April 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
April 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
April 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.58

accompanying lowered employment were largely due to the resumption of operations on a more usual scale following the loss of time during Easter week, which had fallen within the preceding period of observation. The average earnings per employee advanced from \$32 at April 1 to \$32.55 at the beginning of May, as compared with \$32.26 at May 1, 1944, and \$30.59 at May 1, 1943. The latest figure is

below that indicated at March 1, 1945, but is otherwise the highest in the record of some four years. In the last 12 months, the index of payrolls has fallen by 0.5 per cent while the decline in the index number of employment in the eight leading industries has amounted to 1.5 per cent.

Including the statistics for financial institutions, the latest survey shows a total of

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at May 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, together with Index Numbers of Employment and Payrolls, as at May 1, 1945 and April 1, 1945, with Comparative Figures for May 1, 1944 where Available, based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Em- ployees Reported at May 1, 1945	Aggregate Weekly Payrolls at May 1, 1945	Per Capita Weekly Earnings at			Index Numbers of						
			Earnings at			Employment			Aggregate Weekly Payrolls			
			May 1, 1945	April 1, 1945	May 1, 1944	May 1, 1945	April 1, 1945	May 1, 1944	May 1, 1945	April 1, 1945	May 1, 1944	
(a) PROVINCES		\$	\$	\$	\$							
Maritime Provinces.....	140,165	4,348,810	31-04	31-48	31-88	120-1	118-4	115-9	170-9	170-9	169-5	
Prince Edward Island.....	2,348	64,000	27-26	26-41	26-86	106-3	113-0	114-9	137-4	141-4	144-3	
Nova Scotia.....	82,142	2,697,680	32-84	32-81	33-41	117-2	114-5	119-3	171-1	167-1	177-7	
New Brunswick.....	55,615	1,587,130	28-54	29-77	29-53	126-1	125-4	110-8	172-4	173-9	156-8	
Quebec.....	551,291	17,217,994	31-24	30-61	30-59	117-5	117-7	121-0	153-6	150-8	154-7	
Ontario.....	744,636	24,736,036	33-22	32-49	32-97	111-7	113-5	111-7	136-8	136-0	135-8	
Prairie Provinces.....	192,592	6,298,653	32-25	32-44	31-82	108-6	110-1	109-9	133-3	134-3	133-5	
Manitoba.....	89,105	2,845,645	31-94	31-65	31-51	108-4	110-1	110-8	130-5	131-3	131-7	
Saskatchewan.....	37,971	1,162,791	30-62	30-67	30-43	103-6	103-8	102-5	125-8	126-2	124-6	
Alberta.....	65,426	2,200,217	33-63	33-35	33-05	111-7	113-9	113-2	141-8	143-4	141-3	
British Columbia.....	161,526	5,750,574	35-60	34-87	35-51	127-8	128-2	135-9	161-0	158-2	171-5	
CANADA.....	1,789,970	58,262,067	32-55	32-00	32-26	114-9	115-8	116-5	145-4	144-1	146-2	
(b) CITIES												
Montreal.....	273,991	8,958,572	32-70	31-73	31-64	125-2	125-5	133-9	160-7	156-3	166-1	
Quebec City.....	33,703	998,491	29-63	27-32	29-24	140-6	140-8	164-2	201-5	186-1	231-7	
Toronto.....	248,814	8,213,841	33-01	31-92	33-21	122-9	123-5	129-0	151-2	147-3	159-3	
Ottawa.....	21,316	615,534	28-88	28-09	27-78	106-7	108-7	108-2	133-3	132-1	130-0	
Hamilton.....	59,856	2,033,752	33-98	33-13	33-74	112-4	113-2	110-5	138-6	136-2	135-5	
Windsor.....	37,699	1,613,347	42-80	41-93	36-54	119-0	120-6	125-4	134-8	133-8	120-3	
Winnipeg.....	58,423	1,735,075	29-70	29-29	29-40	113-2	114-5	116-5	132-5	132-3	135-0	
Vancouver.....	80,515	2,797,088	34-74	33-67	34-33	157-3	157-8	171-2	206-4	200-6	224-9	
Halifax.....	26,638	835,180	31-35	32-94	.....	154-8	158-1	.....	210-5	225-8	.....
St. John.....	14,538	436,903	30-05	30-30	.....	138-7	147-1	.....	195-8	209-7	.....
Sherbrooke.....	9,265	248,886	26-86	25-06	.....	106-6	107-3	.....	135-5	126-7	.....
Three Rivers.....	10,984	332,093	30-23	29-56	.....	137-4	128-5	.....	162-9	149-0	.....
Kitchener-Waterloo.....	16,404	495,814	30-23	29-49	.....	110-2	111-6	.....	146-0	144-1	.....
London.....	21,017	629,852	29-97	28-81	.....	118-0	118-5	.....	140-4	135-6	.....
Fort William-Port Arthur.....	14,592	518,421	35-53	34-16	.....	104-0	104-0	.....	138-1	132-7	.....
Regina.....	10,099	285,012	28-22	28-17	.....	112-1	112-5	.....	137-5	138-5	.....
Saskatoon.....	5,884	158,197	26-89	26-35	.....	118-1	119-8	.....	144-3	143-1	.....
Calgary.....	17,440	562,634	32-26	31-92	.....	113-5	114-6	.....	137-5	137-1	.....
Edmonton.....	16,336	482,539	29-54	28-62	.....	120-4	119-3	.....	146-9	140-7	.....
Victoria.....	14,387	485,021	33-71	33-88	.....	170-4	170-3	.....	230-0	229-1	.....
(c) INDUSTRIES												
Manufacturing.....	1,104,592	37,092,437	33-58	32-55	32-92	125-4	126-7	132-9	161-9	158-7	168-1	
Durable Goods.....	577,568	21,354,975	36-97	35-78	35-87	135-5	137-2	152-2	178-8	175-2	195-0	
Non-Durable Goods.....	508,770	15,045,070	29-57	28-73	28-95	116-7	117-8	115-5	145-4	142-7	141-0	
Electric Light and Power.....	18,254	692,392	37-93	37-00	37-47	95-5	93-7	90-5	112-4	107-6	105-1	
Logging.....	62,029	1,663,967	26-83	28-28	28-97	130-0	169-0	102-6	175-2	240-5	151-7	
Mining.....	68,626	2,694,449	39-26	38-46	39-25	82-2	84-4	87-7	102-5	102-9	109-1	
Communications.....	30,192	945,325	31-31	31-51	30-97	115-8	115-3	109-2	134-0	134-3	124-8	
Transportation.....	160,601	6,164,842	38-39	39-17	37-30	125-9	122-2	121-9	150-5	149-1	142-7	
Construction and Maintenance.....	126,544	3,670,723	29-01	30-05	29-73	71-1	62-6	62-5	90-5	85-5	81-5	
Services.....	50,100	1,002,145	20-00	19-73	19-65	118-4	117-7	117-4	148-0	145-0	141-9	
Trade.....	187,286	5,028,179	26-85	26-50	26-42	109-1	110-1	102-3	124-4	124-0	115-3	
Eight Leading Industries.....	1,789,970	58,262,067	32-55	32-00	32-26	114-9	115-8	116-5	145-4	144-1	146-2	
Finance.....	66,651	2,242,181	33-64	33-58	32-60	110-9	110-9	108-0	129-4	129-2	122-3	
Total—Nine Leading Industries.....	1,856,621	60,504,248	32-59	32-06	32-27	114-8	115-6	116-1	144-8	143-5	145-2	

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber musical instruments and clay, glass and stone products.

1,856,621 persons in recorded employment, whose earnings at May 1 amounted to \$60,504,248; the same establishments had reported a personnel of 1,870,879 at the beginning of April, when their disbursements in weekly salaries and wages had totalled \$59,978,184. The per capita figure in the nine major industrial groups, including finance, stood at \$32.59 at the beginning of May, as compared with \$32.06 a month earlier, and \$32.27 a year ago. In the latter comparison, there has been a reduction of 1.4 per cent in recorded employment in the nine leading industries, accompanied by that of 0.3 per cent in the weekly payrolls.

Table II summarizes the latest statistics of employment and payrolls for the major industrial divisions, the provinces and economic areas and the leading industrial cities, with comparisons as at April 1, 1945, and May 1, 1944. Table I contains a monthly record for the eight leading industries as a whole and for manufacturing, showing the movements of employment and payrolls since 1941.

The disbursements of the co-operating firms at June 1, 1941, are used as the base in calculating the index numbers of payrolls. To provide a comparison of the trends of employment and payrolls, the index numbers of employment have been converted from their original base 1926=100, to June 1, 1941, as 100. Table

I shows that in the period for which information on payrolls is available, the number of persons on the staffs of establishments in the eight leading industrial groups has increased by 14.9 per cent, and the aggregate weekly earnings by 45.4 per cent. Including finance, the increase in employment from June 1, 1941, to May 1, 1945, amounted to 14.8 per cent, while the gain in the salaries and wages was 44.8 per cent. As explained in previous reports, the following factors have been cited as mainly responsible for the much greater rise in the indicated salaries and wages than in employment: (1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work; (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates as from February 15, 1944; (3) the progressive up-grading of employees as they gain experience in their work; and (4) the payment of higher wage-rates in a great many cases.

The above-named factors as a result of wartime conditions have reacted particularly favourably upon the situation in the manufacturing industries, in which the rise in em-

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
May 1, 1929.....	116.2	108.3				107.3	123.8	119.7				111.6
May 1, 1930.....	111.4	113.1				106.1	115.7	109.2				110.7
May 1, 1931.....	102.2	104.0				102.3	103.8	100.0				96.1
May 1, 1932.....	87.5	87.8				86.0	89.5	87.6				82.7
May 1, 1933.....	77.6	80.3				75.4	79.5	79.2				72.2
May 1, 1934.....	92.0	98.3				85.5	98.5	85.4				88.4
May 1, 1935.....	95.2	97.4				89.7	101.7	87.9				92.6
May 1, 1936.....	99.5	103.4				96.4	103.4	92.7				99.9
May 1, 1937.....	106.3	110.7				105.2	111.2	93.2				103.4
May 1, 1938.....	107.4	107.3	72.6	116.5	98.3	112.6	109.9	91.5	90.3	89.2	95.0	102.8
May 1, 1939.....	106.2	100.2	82.2	114.4	84.1	111.6	107.9	94.5	90.7	98.2	97.7	103.3
May 1, 1940.....	114.3	112.8	86.4	124.0	100.7	113.9	121.0	100.2	97.6	103.6	102.0	107.2
May 1, 1941.....	145.5	136.5	96.8	156.2	115.2	146.8	155.5	124.1	120.5	122.1	131.1	132.7
May 1, 1942.....	167.4	156.7	94.4	179.3	132.3	177.9	175.9	130.9	129.1	118.5	141.9	158.8
May 1, 1943.....	178.2	170.6	102.3	194.1	145.0	192.0	181.8	135.9	135.0	125.6	144.2	186.8
May 1, 1944.....	178.2	176.6	123.1	200.3	149.5	190.4	180.8	141.0	138.2	130.6	152.2	183.3
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Feb. 1, 1945.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Mar. 1, 1945.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
April 1, 1945.....	176.9	180.5	121.0	192.3	169.2	185.2	183.0	141.2	137.3	132.2	153.2	173.0
May 1, 1945.....	175.5	183.1	113.9	196.7	170.1	184.9	180.1	139.3	135.2	132.0	150.3	172.4
Relative Weight of Employment by Provinces and Economic Areas at May 1, 1945.....	100.0	7.8	.1	4.6	3.1	30.8	41.6	10.8	5.0	2.1	3.7	9.0

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

ployment from June 1, 1941, to May 1, 1945, was 25.4 per cent, while that in the payrolls was 61.9 per cent. In spite of the recent decline in activity in manufacturing, these rates of increase considerably exceed those

mentioned in preceding paragraphs as having been indicated in the eight and the nine leading industries as a whole.

With regard to the marked variations in the average earnings of workers in the different

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	May 1 1945	April 1 1945	May 1 1944	May 1 1940
Manufacturing	61.7	210.6	212.9	223.2	125.7
Animal products—edible.....	2.4	207.9	205.2	215.0	137.4
Fur and products.....	1.2	140.5	133.7	127.8	115.9
Leather and products.....	1.6	140.7	140.6	139.3	122.5
Boots and shoes.....	1.0	129.2	128.9	127.2	120.5
Lumber products.....	3.6	120.3	120.2	115.7	85.8
Rough and dressed lumber.....	1.9	97.6	97.1	92.2	74.5
Furniture.....	.7	126.2	128.5	123.3	89.8
Other lumber products.....	1.0	200.4	199.9	196.7	120.4
Musical instruments.....	.03	27.7	28.6	29.3	61.5
Plant products—edible.....	2.9	156.8	160.5	151.3	115.4
Pulp and paper products.....	4.8	138.1	137.5	133.3	112.9
Pulp and paper.....	2.1	122.8	121.2	118.9	101.6
Paper products.....	.9	212.4	213.6	206.8	139.9
Printing and publishing.....	1.8	133.3	133.3	127.3	118.1
Rubber products.....	1.3	179.4	181.3	163.7	108.4
Textile products.....	7.7	158.8	160.9	159.7	144.9
Thread, yarn and cloth.....	2.8	157.5	160.0	159.0	158.2
Cotton yarn and cloth.....	1.2	108.3	111.0	112.2	122.2
Woolen yarn and cloth.....	.7	168.9	169.6	170.2	171.8
Artificial silk and silk goods.....	.7	617.6	627.5	600.7	510.7
Hosiery and knit goods.....	1.2	145.5	147.2	150.0	141.3
Garments and personal furnishings.....	2.8	162.0	163.0	160.7	136.6
Other textile products.....	.9	174.0	178.5	173.9	135.3
Tobacco.....	.6	135.8	145.8	130.8	134.5
Beverages.....	.8	256.7	253.6	236.3	171.6
Chemicals and allied products.....	4.1	579.2	597.0	586.1	191.7
Clay, glass and stone products.....	.9	135.8	134.7	136.6	95.5
Electric light and power.....	1.0	143.2	140.5	135.6	133.9
Electrical apparatus.....	2.4	288.7	293.2	329.9	143.8
Iron and steel products.....	22.2	291.6	296.6	334.2	122.2
Crude, rolled and forged products.....	1.9	244.1	246.2	249.3	151.6
Machinery (other than vehicles).....	1.3	217.1	220.6	222.6	132.9
Agricultural implements.....	.7	143.4	135.2	121.7	77.7
Land vehicles and aircraft.....	9.1	255.4	261.6	305.5	112.3
Automobiles and parts.....	2.3	278.1	285.8	285.5	164.9
Steel shipbuilding and repairing.....	3.6	1251.8	1251.3	1519.9	170.9
Heating appliances.....	.3	193.7	193.8	164.3	134.8
Iron and steel fabrication (n.e.s.).....	.8	274.9	281.9	288.9	137.5
Foundry and machine shop products.....	.6	231.9	237.2	267.6	122.6
Other iron and steel products.....	3.9	328.4	358.6	383.4	129.6
Non-ferrous metal products.....	3.1	392.1	395.1	454.1	174.6
Non-metallic mineral products.....	.9	214.1	215.7	207.5	165.2
Miscellaneous.....	1.1	345.6	349.7	371.6	156.5
Logging	3.5	205.8	267.6	162.4	60.5
Mining	3.8	145.7	149.5	155.4	164.5
Coal.....	1.4	92.7	94.8	97.0	86.2
Metallic ores.....	1.8	251.6	261.7	283.3	353.1
Non-metallic minerals (except coal).....	.6	161.0	160.5	156.7	135.0
Communications	1.7	112.6	112.1	106.1	83.8
Telegraphs.....	.4	126.4	127.2	128.2	90.0
Telephones.....	1.3	108.5	107.6	100.1	82.1
Transportation	9.0	124.4	120.7	120.9	88.8
Street railways and cartage.....	2.7	188.3	186.4	182.0	128.7
Steam railways.....	4.9	107.0	107.2	105.1	77.2
Shipping and stevedoring.....	1.4	115.6	95.6	110.3	89.1
Construction and Maintenance	7.0	98.8	87.0	87.2	68.4
Building.....	2.1	85.5	82.9	83.9	54.0
Highway.....	2.9	131.6	87.8	99.8	91.7
Railway.....	2.0	82.6	90.3	78.9	61.4
Services	2.8	202.4	201.1	200.7	138.2
Hotels and restaurants.....	1.8	201.6	200.5	197.8	130.4
Personal (chiefly laundries).....	1.0	204.0	202.3	205.6	151.8
Trade	10.5	171.0	172.6	160.4	138.3
Retail.....	7.7	177.8	180.4	167.7	143.6
Wholesale.....	2.8	154.5	153.6	142.1	124.6
Eight Leading Industries	100.0	175.5	176.9	178.2	114.3
Finance		128.7	128.8	125.4	113.3
Banks and trust companies.....		133.1	133.0	129.9	106.1
Brokerage and stock markets.....		169.9	169.9	136.1	191.1
Insurance.....		120.6	121.3	118.7	117.9
Total—Nine Leading Industries		173.2	174.5	175.6	114.2

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience.

The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variation in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

Semi-Annual Inquiry Into Sex Distribution in Industry

AT the beginning of April, 1945, the Dominion Bureau of Statistics made its fourth semi-annual inquiry into the sex distribution of persons in recorded industry. The earlier surveys, commencing in October, 1942, had shown successive increases in the proportions of women per thousand workers of both sexes, although their number, like that of men, reached its maximum at October 1, 1943. However, the latest survey indicates a general decline in the number and the ratio of women workers.

Nevertheless, the employment of women continued to be a factor of greater importance than it was in the autumn of 1942, or probably than in any earlier period. The point of interest in the latest survey is enhanced by the fact that it depicts conditions which existed a relatively short time before the cessation of hostilities in Europe.

Reports were received covering 16,091 establishments as at April 1, 1945. These showed staffs totalling 1,370,833 men and 488,857 women, the latter constituting 267 per thousand of the total personnel of 1,869,690. The proportions of female workers at October 1, 1944 was 271; at April 1, 1944, 270; at October 1, 1943, 262; and at October 1, 1942, 235.

After making allowances for the changes that have taken place in the establishments of the employers furnishing data, it was estimated that the total number of men in recorded employment had decreased by 40,000, or nearly three per cent, in the six months ending April 1, 1945. During the same period, the number of women employees had fallen by some 25,500, or almost five per cent. The declines from October 1, 1944 were partly seasonal in character, a factor which also entered into the comparison with the figures for October 1, 1943, when employment was at an unusually high level. On the other hand, there was an increase of over 49,000, or roughly 11 per cent, in the number of females reported at April 1, 1945, as compared with October 1, 1942.

Women Workers in Industry

The proportion of women in recorded employment in manufacturing increased up to

October 1, 1944, but according to the survey of April 1, 1945, both the number and proportion of female labour were lower than for any previous survey since October 1, 1942.

Among the non-manufacturing classes as a whole, on the other hand, the numbers and ratios of women in recorded employment continued to increase, reaching their highest point at April 1, 1945. It is probable, the report states, that many of those added to the pay-rolls more recently were part-time workers.

Manufacturing.—The manufacturers furnishing data for the survey of April 1, 1945, reported the employment of 812,827 men and 304,106 women; the latter constituted 272 per thousand, a ratio which was exceeded at October 1, 1944 with 283 per thousand; at April 1, 1944, with 280 per thousand and at October 1, 1943, with 279 per thousand. However, it was a considerable increase as compared with 257 per thousand at October 1, 1942. Between October 1, 1944 and April 1, 1945, there was a decline of slightly more than three per cent in the number of men and of between eight and nine per cent in the number of women in recorded employment in manufacturing. The greatest declines in the number of women in recorded employment in manufacturing between October 1, 1944, and April 1, 1945, occurred in iron and steel, electrical apparatus and chemical plants and in food-processing—the last named being seasonal. The textile industries provided work for the largest number of female employees—84,042, or nearly 28 per cent. Their ratio per one thousand employees was 600, compared with 601 at October 1, 1944 and 598 at April 1, 1944.

Non-Manufacturing.—The number of women reported in non-manufacturing industries at April 1, 1945 was higher by 2.6 per cent than it was six months earlier. The ratio per thousand workers also increased from 251 to 259. At April 1, 1944, it had been 234.

Returns furnished by 2,737 trading establishments showed a total of 92,012 women in a staff of 188,540 at the beginning of April, 1945, an increase of between three and four per cent in the six months. However, there was a

falling off in the proportion of women from 493 at October 1, 1944, to 488 per thousand.

Financial institutions employed 36,023 women, who constituted 540 per thousand as compared with 539 at October 1, 1944 and 519 at April 1, 1944.

Service establishments reported the employment of 29,435 women and their ratio increased from 582 six months earlier to 593 at April 1, 1945. The number of women reported as employed in the communications division was 17,056, a slight gain during the six months

period. Although there was a moderate rise in the number of women employees in logging there was a falling off in the ratio which they constituted of the total employees. In mining and transportation, the number and the proportions were both lower than at October 1, 1944.

The following table shows the sex distribution of persons in recorded employment in the provinces, the eight leading industrial cities and the main industrial groups as at April 1, 1945, October 1 and April 1, 1944 and October 1, 1943 and 1942.

SEX DISTRIBUTION OF THE WORKERS IN RECORDED EMPLOYMENT IN PROVINCES, LEADING INDUSTRIAL CITIES AND MAIN INDUSTRIAL GROUPS, AS AT APRIL 1, 1945, OCTOBER 1 AND APRIL 1, 1944, AND OCTOBER 1, 1943 AND 1942.

Geographical and Industrial Unit	April 1, 1945					October 1, 1944		April 1, 1944		October 1, 1943		October 1, 1942	
	Total	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
(a) PROVINCES	No.	No.	No.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Maritime Provinces.....	141,825	117,987	23,838	83.2	16.8	83.9	16.1	83.3	16.7	84.2	15.8	86.7	13.3
Prince Edward Island.....	2,780	1,880	900	67.6	32.4	72.2	27.8	75.8	24.2	75.7	24.3	77.3	22.7
Nova Scotia.....	82,362	69,448	12,914	84.3	15.7	85.1	14.9	83.8	16.2	85.5	14.5	88.1	11.9
New Brunswick.....	56,683	46,659	10,024	82.3	17.7	82.7	17.3	83.1	16.9	82.2	17.8	84.8	15.2
Quebec.....	569,757	415,669	154,088	73.0	27.0	73.1	26.9	72.4	27.6	73.8	26.2	74.9	25.1
Ontario.....	786,672	552,023	234,649	70.2	29.8	69.2	30.8	69.6	30.4	69.8	30.2	73.3	26.7
Prairie Provinces.....	205,066	153,098	51,968	74.7	25.3	75.0	25.0	75.0	25.0	76.5	23.5	80.7	19.3
Saskatchewan.....	94,671	68,288	26,683	71.9	28.1	72.3	27.7	72.1	27.9	73.1	26.9	78.8	21.2
Manitoba.....	40,657	30,709	9,948	75.5	24.5	76.2	23.8	76.5	23.5	78.4	21.6	81.4	18.6
Alberta.....	69,438	54,101	15,337	77.9	22.1	77.9	22.1	78.2	21.8	80.1	19.9	83.0	17.0
British Columbia.....	166,370	132,056	34,314	79.4	20.6	77.4	22.6	79.7	20.3	79.4	20.6	83.5	16.5
CANADA	1,869,690	1,370,833	498,857	73.3	26.7	72.9	27.1	73.0	27.0	73.8	26.2	76.5	23.5
(b) CITIES													
Montreal.....	288,001	191,130	96,871	66.4	33.6	66.7	33.3	65.7	34.3	67.1	32.9	68.3	31.7
Quebec.....	34,901	24,404	10,497	69.9	30.1	68.5	31.5	68.8	31.2	67.8	32.2	64.8	35.2
Toronto.....	263,380	158,955	104,425	60.4	39.6	59.2	40.8	59.6	40.4	59.6	40.4	63.4	36.6
Ottawa.....	25,171	14,956	10,215	59.4	40.6	60.8	39.2	59.9	40.1	60.9	39.1	62.8	37.2
Hamilton.....	61,398	41,350	20,048	67.3	32.7	67.1	32.9	67.5	32.5	68.5	31.5	71.1	28.9
Windsor.....	38,744	31,325	7,419	80.9	19.1	81.4	18.6	82.5	17.5	82.0	18.0	85.1	14.9
Winnipeg.....	62,687	39,881	22,806	63.6	36.4	64.0	36.0	64.5	35.5	65.0	35.0	71.8	28.2
Vancouver.....	83,523	59,867	23,656	71.7	28.3	70.1	29.9	71.6	28.4	72.7	27.3	78.7	21.3
(c) INDUSTRIES													
Manufacturing.....	1,116,933	812,827	304,106	72.8	27.2	71.7	28.3	72.0	28.0	72.1	27.9	74.3	25.7
Durable Goods ¹	585,264	487,354	97,910	83.3	16.7	81.2	18.8	80.6	19.4	80.9	19.1	84.7	15.3
Non-Durable Goods.....	513,754	309,992	203,762	60.3	39.7	59.8	40.2	60.1	39.9	59.6	40.4	61.4	38.6
Electric Light and Power.....	17,915	15,481	2,434	86.4	13.6	87.0	13.0	86.4	13.6	87.5	12.5	88.8	11.2
Logging.....	80,380	78,996	1,384	98.3	1.7	98.1	1.9	98.3	1.7	97.6	2.4	98.2	1.8
Mining.....	70,339	68,251	2,088	97.0	3.0	96.7	3.3	97.2	2.8	96.9	3.1	98.0	2.0
Communications.....	30,048	12,992	17,056	43.2	56.8	44.5	55.5	45.0	55.0	47.4	52.6	52.3	47.7
Transportation.....	155,910	142,954	12,956	91.7	8.3	91.5	8.5	91.7	8.3	92.0	8.0	94.0	6.0
Construction and Maintenance.....	111,262	107,465	3,797	96.6	3.4	97.3	2.7	96.5	3.5	97.7	2.3	98.6	1.4
Services.....	49,603	20,168	29,435	40.7	59.3	41.8	58.2	41.3	58.7	42.0	58.0	48.4	51.6
Trade.....	188,540	96,528	92,012	51.2	48.8	50.7	49.3	51.1	48.9	50.9	49.1	54.7	45.3
Eight Leading Industries	1,803,015	1,340,181	462,834	74.3	25.7	73.9	26.1	73.9	26.1	74.7	25.3	77.3	22.7
Finance.....	66,675	30,652	36,023	46.0	54.0	46.1	53.9	48.1	51.9	49.2	50.8	55.1	44.9
Total—Nine Leading Industries	1,869,690	1,370,833	498,857	73.3	26.7	72.9	27.1	73.0	27.0	73.8	26.2	76.5	23.5

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.

Report on Employment Conditions, June, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian Labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE sharp downward trend in the manpower requirements of Canadian industry which became apparent immediately following V-E Day, May 8, has continued throughout the month of June. Net labour Demand¹ at June 21, totalling 135,973 (94,940 male and 41,033 female) was 10,814 less than the 146,787 workers required at May 24, four weeks earlier. In comparison with the high labour demand coincident with the invasion of Europe in June, 1944, requirements were 34,606 less than the 170,579 workers needed at June 22, the corresponding reporting date last year. Significantly, 74 per cent of the decline in the labour needs during the four-week period prior to June 21, 1945, was due to a drop of 7,987 in male labour requirements. The release of Armed Service personnel and lay-offs in war plants resulting from cancellations and cut-backs in war contracts are largely responsible for this drop in labour demand, as many of these workers have been absorbed by other hard-pressed industries. Forty-eight per cent

of the decline in the demand for both male and female workers was in the Quebec Region with requirements dropping from 50,101 to 44,934 during the four-week period. Contrary to the general trend in manpower requirements during the month, increased seasonal activities in the construction industry caused a substantial increase in demand for both skilled and unskilled workers. Table I shows Net Labour Demand by main industry group and by sex, as at June 21, with absolute and percentage change in total demand during the past four weeks.

The number of Unreferred Applicants² has shown a steady rise since the low point at May 25, totalling 45,181 at June 22. This increase of 5,265 in the overall labour supply was due mainly to a sharp increase in the number of male applicants. However, in every region the supply fell far short of the demand, and this apparent increase in the supply of labour is probably due in large part to unsettled conditions resulting from cut-backs in war plants. Placement of applicants is complicated by the fact that many of them are located far from the centres where demand is concentrated; physical disability and lack of sufficient skill are also deterrent factors. It is expected that the number of unreferred applicants will continue to increase for some time as returning service personnel seek positions which will provide a degree of permanency together with the remuneration they desire.

Net Labour Demand in A & B Priority Industries

The decrease in labour demand during the past month was accelerated by the sharp decline in the requirements of high priority industries. Sixty-one per cent of the total labour shortage at June 21 was a need for 82,845 workers for war and essential civilian industries. The manufacturing group accounted for almost half the demand.

Logging

With river-driving practically completed, demand in the logging industry, totalling 6,691

at June 21, was about 1,800 less than at May 24. However, with the summer program just getting under way, there is a steady demand for experienced bushmen, especially riggers. High school and university students are giving some assistance, and some farmers have helped out in woods operations, on limited permits, in the off-season between seeding and haying.

Mining and Primary Smelting

From all regions come reports of the shortage of experienced miners, in some places so acute that the loss of even a few men would curtail the operating time of the mines. Most companies require only that applicants be physically fit and willing to work, as they are prepared to train them. The increased activity in prospecting and drilling operations indicates that labour demand in this industry will remain high for some time. At June 21, labour requirements in the mining and primary

¹ *Net Labour Demand* is calculated by deducting unconfirmed referrals from unfilled vacancies. *Unfilled Vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated. *Unconfirmed Referrals* are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

² Applicants who have not been referred to specific jobs as at the date indicated.

TABLE I.—NET LABOUR DEMAND BY INDUSTRY AND BY SEX AS AT JUNE 21, 1945
(excluding Agriculture)

Industry	Male	Female	Total	Change from May 24, 1945	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	3,124	9	3,133	-1,429	-31.3
Lumber.....	2,769	16	2,785	- 31	- 1.1
Other Logging.....	770	3	773	- 372	-32.5
Total.....	6,663	28	6,691	-1,832	-21.5
Mining and Manufacturing—					
Coal Mining.....	1,527	32	1,559	+ 66	+ 4.4
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	703	44	747	- 294	-28.2
Nickel.....	1,845	11	1,856	+ 412	+28.5
Other Base Metals.....	1,136	10	1,146	- 382	-25.0
Other Mining and Oil Producing.....	989	15	1,004	- 219	-17.9
Aircraft and Parts.....	1,644	199	1,843	- 749	-28.9
Shipbuilding and Repairs.....	2,402	63	2,465	- 911	-27.0
Guns and Ammunition.....	777	496	1,273	- 246	-16.2
Mechanical Transport and Armoured Fighting Vehicles.....	806	127	933	- 79	- 7.8
Secondary Metal Industries (excluding Machinery and Equipment).....	3,403	464	3,867	- 87	- 2.2
Electrical Machinery and Equipment.....	638	275	913	- 521	-39.3
Other Machinery and Equipment.....	2,364	173	2,537	- 142	- 5.3
Chemicals and Non-Metallics.....	2,170	464	2,634	- 318	-10.8
Food Processing.....	2,826	1,351	4,177	- 212	- 4.8
Textiles and Products.....	2,312	4,589	6,901	- 345	- 4.8
Wood Products.....	3,806	252	4,058	- 503	-11.0
Pulp and Paper.....	593	235	828	- 172	-17.2
Rubber and Leather.....	1,294	804	2,098	+ 170	+ 8.8
Other Manufacturing.....	468	313	781	- 49	- 5.9
Total.....	31,703	9,917	41,620	-4,581	- 9.9
Construction.....	4,881	40	4,921	- 497	- 9.2
Transportation.....	8,794	360	9,154	-1,270	-12.2
Other Public Utilities.....	1,272	596	1,868	- 213	-10.2
Public and Professional Service.....	3,108	2,773	5,881	- 46	- 0.8
Trade, Finance and Other Service.....	4,167	8,543	12,710	- 657	- 4.9
Total A and B Priority Industries.....	60,588	22,257	82,845	-9,096	- 9.9
C and D Priority Industries—					
Logging.....	3,643	13	3,656	+ 28	+ 0.8
Mining.....	1,356	21	1,377	- 61	- 4.2
Manufacturing.....	6,665	9,190	15,855	-1,678	- 9.6
Construction.....	9,675	33	9,708	+ 951	+10.9
Public Utilities.....	530	56	586	- 68	-10.4
Trade.....	4,732	3,158	7,890	- 475	- 5.7
Finance and Insurance.....	1,270	653	1,923	+ 131	+ 7.3
Service.....	6,481	5,652	12,133	- 546	- 4.3
Total C and D Priority Industries.....	34,352	18,776	53,128	-1,718	- 3.1
GRAND TOTAL.....	94,940	41,033	135,973	-10,814	- 7.4

TABLE II.—NET LABOUR DEMAND AND UNREFERRED APPLICANTS, BY OCCUPATION AND BY SEX,
AS AT JUNE 22, 1945

Occupational Group	Net Labour Demand			Unreferred Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,663	539	2,202	1,644	278	1,922
Clerical Workers.....	2,004	4,319	6,323	3,270	3,588	6,858
Sales Workers.....	2,070	1,875	3,945	1,531	2,143	3,674
Service Workers.....	4,654	12,893	17,547	1,756	2,327	4,083
Fishermen.....	47	.....	47	48	.....	48
Skilled and Semiskilled Workers.....	39,948	8,980	48,928	8,458	2,639	11,097
Textile and Clothing Workers.....	1,630	6,921	8,551	151	557	708
Loggers.....	8,225	.....	8,225	116	.....	116
Miners.....	1,888	.....	1,888	162	.....	162
Construction Workers.....	8,374	.....	8,374	1,430	.....	1,430
Metalworkers.....	5,622	226	5,848	2,049	791	2,840
Other Skilled and Semiskilled Workers.....	14,209	1,833	16,042	4,550	1,291	5,841
Unskilled Workers.....	42,912	10,667	53,579	11,875	5,624	17,499
Total.....	93,298	39,273	132,571	28,582	16,599	45,181

smelting industries totalled 6,312, as compared with 6,729 a month earlier. A marked decrease in demand for workers in the iron and steel and other base metal mining and smelting industries was partially offset by an increase in the demand for nickel miners, and a slight rise in the requirements of the hard-pressed coal industry. As may be seen in Table I, the need for nickel miners at June 21, totalled 1,856, representing an increase of 412 in four weeks; the influx of student labour for the summer months is scarcely enough to compensate for the loss of those workers on leave of absence to assist in farm operations. In the coal mines in the Maritimes, the chief need is for experienced workers at the mine-face, and so far not much relief has been afforded by the release of miners from the armed services. The lack of heavy labourers also constitutes a great handicap, often just as serious as the shortage of skilled workers.

Manufacturing

Cutbacks in war production since the end of the European war are reflected in a marked decline in the manpower requirements of the high priority manufacturing industries. During the four-week period from May 24 to June 21, labour demand in these industries dropped from 39,472 to 35,308; the decline in male labour requirements accounted for three-quarters of this decrease. All manufacturing groups with the exception of the rubber and leather industry reported decreased manpower needs during the month; four industries engaged exclusively in the manufacture of war supplies (Aircraft and Parts, Shipbuilding and Repairs, Guns and Ammunition, and Mechanical Transport and Armoured Fighting Vehicles) accounted for 48 per cent of the decline. Nevertheless, in keeping with the important role Canada is playing in the Pacific war, the labour needs of these four major war industries remain substantially high. Many workers who have been released from war plants due to cancellations and cut-backs in contracts, have been transferred to other essential industries, thus relieving the overall manpower shortage.

Textiles and Products—The labour situation in the textile industries has not improved to any extent as a result of cancellations and cut-backs in military orders as the needs of the domestic market and Canada's commitments to the United Nations and to UNRRA are keeping production requirements at a high level. The manpower requirements of this industry appeared slightly easier at June 21 when 6,901 workers were needed as compared

with 7,246 workers four weeks earlier. Local Employment and Selective Service offices in recruiting labour, especially workers released from war plants, have been emphasizing the permanency of employment in this industry as well as the opportunity afforded to acquire a new trade. This, in addition to the higher priority rating accorded many establishments, and the relaxation of controls on women, is bringing some relief to this hard-pressed industry.

Secondary Metals—In the Secondary Metal Industries including Machinery and Equipment the need for workers, especially for heavy labourers for foundries, remained high. The extensive construction program being carried on this season has increased the demand for heating and plumbing equipment and firms engaged in the manufacture of these supplies have increased their manpower requirements, causing total demand in this industry to rise from 532 at May 24 to 649 at June 21. The labour situation in the communication equipment industry, including radios and radio parts, showed some improvement during the month with 253 workers required at June 21 as compared with 526 at May 24.

Food Processing—The food processing industries, especially the meat packing houses, have been afforded some relief through the temporary employment of agricultural workers between seeding and haying operations and by students working in this industry during the summer months. As the canning and preserving season is just beginning, labour requirements in this industry can be expected to increase sharply within the next few weeks.

Construction

With the building season well under way, there is a persistent demand for all types of workers in the construction industry. While requirements for high priority construction projects totalled only 4,921 at June 21 as compared with 5,418 at May 24, there was a rise of 951 in low priority construction during the same period. High priority government contracts are limited mainly to veterans' hospitals and Wartime Housing, as the labour now required for defence projects is chiefly for maintenance work. All available resources of manpower and materials are being devoted to an intensive housing program which aims at the construction of at least 50,000 housing units in the next year, including Wartime Housing, low-rental apartments and private homes. Although the industry has been assured that building materials will be made available in sufficient quantity, the achievement of this

housing program still hinges on the availability of the various types of both skilled and unskilled construction workers in adequate numbers. At the present time the labour situation is tight, most competent tradesmen having already been absorbed; in many areas there is a marked shortage of such specialized workers as carpenters, bricklayers, plasterers and painters. However, gradual improvement may be expected with the release of workers from war plants, and the return of Armed Forces personnel to civil life.

Transportation

Labour demand in the transportation industry dropped from 10,424 at May 24 to 9,154 at June 21. However, there is still an urgent demand for extra gang and track maintenance men, with few suitable applicants available. The task of transporting homecoming troops has placed especially heavy demands on this industry, and no material improvement in the situation can be expected for some months.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended June 22, 1945.

Maritime Region

Agriculture—As a result of the backward season, the call for farm workers has been slight. However, inquiries are now being made as to prospects for helpers for the haying and strawberry picking; a heavy demand is anticipated for the harvesting of these crops.

Logging—Although long lumber operations are practically completed, there is considerable activity in the pulpwood camps. Approximately 200 men are needed to peel hemlock logs in the Liverpool area. The Edmundston office reports daily referrals to meet the insistent demand of the neighbouring camps, and in the vicinity of Campbellton, while employers are fairly well satisfied with the supply of bushmen available, more could be absorbed.

Mining—Most collieries are operating full time; in spite of the continued shortage of skilled miners at the working face, which has resulted in lessened production. Three coal mines in the Amherst area which were shut down for seven days owing to a dispute between management and railway over a supply of cars have now resumed operations.

Manufacturing—As a result of cutbacks in steel manufacturing contracts, several hundreds

Trade, Finance and Service

An urgent demand for service workers continues. Hospitals, pitifully understaffed, are experiencing great difficulty in obtaining the help they require, particularly kitchen workers and ward assistants. Hotels and restaurants are seriously handicapped by the shortage of skilled cooks and kitchen help, while dry-cleaning plants and laundries are finding it difficult to get workers and harder to keep them.

The labour situation in the trade, finance and service group has not been relieved to any extent by the release of armed service personnel and lay-offs from war industries, as workers are still unwilling to accept lower wages than those to which they have been accustomed. Although high school and university students are affording temporary relief during the summer, there is still an acute shortage of workers in this group, 18,591 being required at June 21.

of men are unemployed in the vicinity of Amherst and New Glasgow. When the lay-off now in progress at the Canadian Car and Foundry's aircraft plant at Amherst comes to an end practically all personnel will have been released; however, the rolling mill is beginning a new operation and it is also expected that the wheel foundry will soon be functioning again.

There is a continuing scarcity of skilled tradesmen at the Halifax shipyards. One company has placed orders for 20 electric welders in clearance throughout the Maritimes, Quebec and Ontario, and another has taken on students for light labour and to work around the naval magazine. As the Halifax waterfront has been quiet recently, the Reserve Labour Pool has been able to refer workers to local industries urgently in need of unskilled labour.

No improvement is noted in the manpower situation of the textile mills, which continue to be shortstaffed. The Truro office reports that local handweaving plants have taken on schoolgirls on vacation, who are anxious to learn this trade.

Construction—Building activity has resulted in an increasing demand for carpenters, as well as stonemasons and bricklayers for a number of high priority projects. As soon as suitable living quarters can be arranged, orders will be placed in clearance for artisans to work on the new Halifax hospitals. The Department of Veterans Affairs has also advised the

regional office that tenders are to be called for 165 housing units throughout the Maritime provinces.

Transportation—The return of troops from overseas has raised passenger traffic on the railways to a record high. There are far from enough labourers on hand to fill the demand for track maintenance gangs. Freight movements to Halifax have dropped off, but the waterfront at Saint John is engaging the services of many workers.

Quebec Region

Agriculture—Except in one section of the Montmagny district, seeding has been completed and in some areas, haying has been started. Although a few farmers are short-handed in the vicinity of Hull, Granby, Lachute and Richmond, the labour situation elsewhere is normal. In the Lake St. John district preparations are being made for the blueberry picking, which will engage the time of all juniors and other suitable workers in the neighbourhood.

Logging—Although the river drive is practically concluded, cutting and stream improvement work will keep 400 to 500 bushmen busy in the Chicoutimi area during the summer months. Two contractors in the Dolbeau district will require a similar number of loggers within the next few weeks. A number of companies which have resumed cutting in the vicinity of Matane are hiring all available labour, as is another larger operator at Baie Comeau, who anticipates the greatest season in the company's history. Approximately 1,600 men are engaged in woods operations in the Rimouski area.

Mining—There has been no improvement in the manpower situation. Base metal and gold workings alike are handicapped by the lack of suitable workers. In the vicinity of Rouyn, an additional 500 miners are required to meet the demands of five companies, which propose to sink new shafts as soon as possible. In the Val d'Or neighbourhood no lessening of the labour shortage is foreseen as long as it is necessary to rely on local applicants.

Manufacturing—While mass lay-offs are on the wane, they are still in progress in a number of establishments. The temporary suspension of releases from the Quebec arsenals has halted the rise in unemployment in that city and an order for 125 cleaning women for the Cunard Line should even improve the situation somewhat. Cancellation of war contracts has resulted in the lay-off of 150 employees of one Hull steel plant, and in Montreal shell-filling plants are moving swiftly towards a complete

shutdown in the Fall. Staff reductions are also in progress in war plants in the Valleyfield, Sherbrooke and Three Rivers areas. Since May 15, 200 men have been laid off at the Arvida factory of the Aluminum Company of Canada, and another 600 transferred to other departments.

The greatest over-all labour demand still comes from the textile mills, clothing factories and rubber plants of the province. The manager of the Drummondville office is faced with the necessity of recruiting in other centres some 700 youths required by local textile plants. The Montreal area has the largest number of vacancies, with such offices as Valleyfield, Richmond and Granby also reporting many unfilled orders. Much interest is being shown in the recent announcement of the Provincial Secretary that the St. Hyacinthe Technical School will this year be turned into an Industrial Textile School under the direction of the Quebec government.

Construction—Shortages of material and skilled tradesmen are hampering building operations at several points. In the Rimouski district it is estimated that 900 men are actually employed on construction jobs, while at Verdun 175 tradesmen of various types will be needed to lay foundations and reassemble for veterans' families, 50 houses which are being dismantled at Brownsburg.

Transportation—The movement of troops is more than offsetting the slacking off in transfer of war equipment on the railways; several train crews released shortly after V-E Day have been taken on again. Longshoremen and freight handlers are easily obtained to cope with increased activity on St. Lawrence River wharves. On the Montreal waterfront, too, the labour situation is well in hand.

Ontario Region

Agriculture—On some farms delayed planting, first cultivation of hoed crops, and hay-making are all awaiting attention, with a resultant accentuated shortage of manpower. Distribution of Western volunteers, who may be somewhat more numerous than last Summer, is being made with a view to relieving the most pressing needs; efforts are also being made to obtain more helpers from the ranks of the Armed Forces. The demand for beet workers continues to be strong, owing to the shortened season; however, applicants are few.

Logging—River driving is almost at an end, but woods operations in some sections will continue throughout the Summer. Camps in the vicinity of Sault Ste. Marie and Timmins could use a large number of cutters. The

Kapuskasing office reports, however, that although open orders are on file for almost 1,000 bushmen, the pulpwood and logging companies seem to be reasonably well supplied with labour.

Mining—No improvement is noted in the manpower situation. The influx of students at Sudbury has not fully offset the departure of men on farm leave. At Timmins, where the gold mines are still seriously handicapped by lack of experienced men, a limited number of students have been placed at surface work.

Manufacturing—In spite of many recent lay-offs from war plants, the demand for workers remains firm; the iron foundries and similar establishments are most insistent in their call for moulders and heavy labour. Few applicants are available, and such industrial centres as Belleville, Brantford, Fergus, Goderich, Hamilton, Oshawa, Wallaceburg and Windsor are exigent in their call for suitable workers. Four large Kingston establishments could use approximately 350 workmen of the heavier type, as well as a number of skilled tradesmen. About 100 schoolboys have recently been hired for lighter jobs at the aluminum plant.

The withdrawal of agricultural workers is making it increasingly difficult for the packing plants to maintain their production schedules; several hundred sturdy men are needed immediately for this work. Kitchener rubber plants are asking for 218 male workers, and the furniture factories for 240 skilled workers and factory labourers. In London and New Toronto, also, the undermanned industries are calling for many general and semi-skilled workers.

The sawmills, at the height of their season, are fairly well supplied with labour, although larger mills in the North Bay area, desirous of extending their operations, are still short of men. At Arnprior, too, another 100 men are needed; to meet the emergency the company has had to use yard men for sawing and clearing lumber, afterwards returning them to the yard for piling and shipping work.

Construction—An unprecedented boom has led to an enormously increased demand for all types of building tradesmen, carpenters, bricklayers and labourers in particular. In Hamilton, where hundreds of labourers are needed, as well as all types of journeymen, men are placed as soon as they apply for jobs. Another 100 carpenters and labourers could also be utilized on projects in the vicinity of St. Thomas, and approximately 150 general workers at Kingston. While there has been some alleviation of the labour shortage for

the London military hospital program, 100 carpenters and 40 labourers will soon be needed on the construction of new houses under the Veterans' Land Act.

Transportation—Orders for railway track and maintenance men are numerous and urgent; an additional 400 husky labourers are needed in the St. Thomas area for this work. The Algoma Central and Hudson Bay Railway has placed its pressing orders for heavy labourers in clearance. Although some help is being afforded the undermanned Great Lakes transportation service by the employment of students, replacements to meet the considerable labour turnover on the boats are difficult to procure.

Prairie Region

Agriculture.—With seeding almost completed, there is little demand for farm labour, except at Winnipeg, Moose Jaw and Calgary, where there are outstanding orders for general agricultural workers. Experienced tractor operators are also needed in the Winnipeg and Lethbridge districts, as well as experienced irrigators at the latter point.

Intensive efforts have been made to recruit labour for work on Ontario farms; to date between 200 and 300 men have been sent East for the harvest. A similar drive for female farm workers to assist with the British Columbia fruit and berry harvests is proving most successful.

Logging.—Approximately 1,200 pulpwood cutters are needed in the Lakehead district. The scarcity of Government licensed scalers has enabled young men to learn this trade under qualified men; many applicants for woodwork are also obtaining training as camp clerks.

Coal Mining.—Collieries in the Edmonton area are closing for holidays with pay, on conclusion of which full production will be resumed. In other coal fields full capacity output is being maintained, in spite of a shortage of certificated miners.

Base Metal Mining.—Development and exploration work are creating a steadily mounting demand for capable miners. A further 300 underground muckers and miners are needed in the Port Arthur area, Kenora reports a heavy call, and many skilled and semi-skilled of all kinds are required at the Steep Rock iron mines.

Manufacturing.—Lay-offs are in progress in some war plants. The Northern Engineering and Supply Company has advised the Fort William office that 650 employees, including 200 women, will be released upon the expiry

of its shell contract on June 30. At Calgary 550 men, machine specialists and helpers for the most part, have been released by Canadian Pacific Munitions Limited; the greater number of those affected are taking holidays before accepting other employment.

The call for 200 men and an equal number of women for the Lethbridge canning factory will be met, as formerly, by recruiting women and Japanese beet workers from the surrounding country. The needle trades are becoming more and more pressing in their demands upon the Winnipeg office, which reports that while former employees are gradually returning from jobs in war plants, the majority are hesitant about filling the many vacancies.

Construction.—With all available qualified building tradesmen and labourers employed, orders are gradually mounting far above the supply. The erection of houses under the Dominion Government's rehabilitation program, soon to begin, will strain the resources of the labour force to the utmost. In Calgary, a large number of high school students have volunteered to relieve the shortage of labourers on municipal gas, water and sewer projects.

Transportation.—Extra gang and maintenance men are still required for the railways, as well as firemen and brakemen, machinists and fitters. Bridge labour, too, is urgently needed in the vicinity of Prince Albert and Edmonton.

Pacific Region

Agriculture.—As the haying season opens, the slightly increased demands for general farm labour are being met chiefly through the Dominion-Provincial Emergency Farm Labour Service. The call for experienced dairy farm labour is the most exigent, and the least likely of fulfilment. The campaign for berry pickers has proved quite successful; already there is a movement of men and women from Vancouver to the Okanagan, as well as female workers from the Prairies. Additional orders for such helpers are in clearance through Saskatchewan and an influx of pickers is expected shortly.

Fishing.—Many fishermen engaged in other industries during the Winter are now busy hanging their nets in preparation for the sock-eye salmon season, opening in the Fraser River on July 1. A great number left their temporary employment two weeks ago to proceed to Rivers Inlet, where a big run is expected.

Logging.—Many jobs are available for experienced woodsmen of all kinds, as well as

for loggers in the non-skilled categories. Inquiries have been received as to the possibility of securing men from the eastern provinces to help in the filling of extensive orders for pitprops for Great Britain, which have been placed with contractors in the Cranbrook and Kamloop areas. In the vicinity of Prince George, where there are over 300 vacancies for camp and sawmill labour, clearance orders to Edmonton have met with encouraging response.

Sawmills.—The mills are continually hampered by lack of manpower, especially in the vicinity of New Westminster. Many Vancouver operations are working a 48-hour week, and in the neighbourhood of Victoria, too, the mills are all running on full-time schedule, with skilled workmen hard to secure but general labour provided by students.

Mining.—The collieries, especially those in isolated sections, are continually short of certificated miners and underground workers. Nor is there any noticeable improvement in the manpower situation of the base metal mines. Farther north, the shortage of labour for the gold mines persists in the Prince Rupert area, and approximately 400 miners are needed in Dawson City.

Manufacturing.—While the region's shipyards continue to make the most insistent call for labour, general engineering establishments are still short of machinists, tool and die makers, fitters and machine operators. Many semi-skilled and unskilled vacancies in the Victoria shipyards have been filled by students, who prefer this type of work on account of the high wage scale. Although students are also employed in the smelter at Trail, which is operating 100 men under strength, they are physically incapable of replacing husky labourers in many departments.

Construction.—The heaviest call for building labour is concerned with the Veterans' Housing Scheme, where large numbers of building tradesmen of all kinds, but especially carpenters, are in demand. The provincial military hospital program is progressing favourably, with no critical lack of manpower.

Transportation.—There are few applicants to meet the railways' need for extra gang and section labourers. Officers, engineers, seamen and deck hands are needed for the coastal sailings; while high school boys are relieving the situation somewhat, men with experience are hard to find. The supply of labour for deep sea vessels in the Manning Pool is more satisfactory.

Applications for Employment; Vacancies and Placements; May, 1945

R E P O R T S of the Employment and Selective Service Offices for the five-week period May 4 to May 31, 1945, inclusive, showed a decrease of 7.7 per cent in the average daily placements when compared with those of the preceding four weeks March 30 to May 3, and a loss of 15.3 per cent in comparison with the five weeks April 28 to June 1, 1944. Under the first comparison, apart from slight increases in forestry and logging, mining, finance and insurance and fishing, hunting and trapping, all industrial divisions showed declines, the largest being in manufacturing and services. When compared with the five-week period ending June 1, last year, all industrial groups except finance and insurance and fishing, hunting and trapping recorded losses, the greatest being in manufacturing, forestry and logging and services.

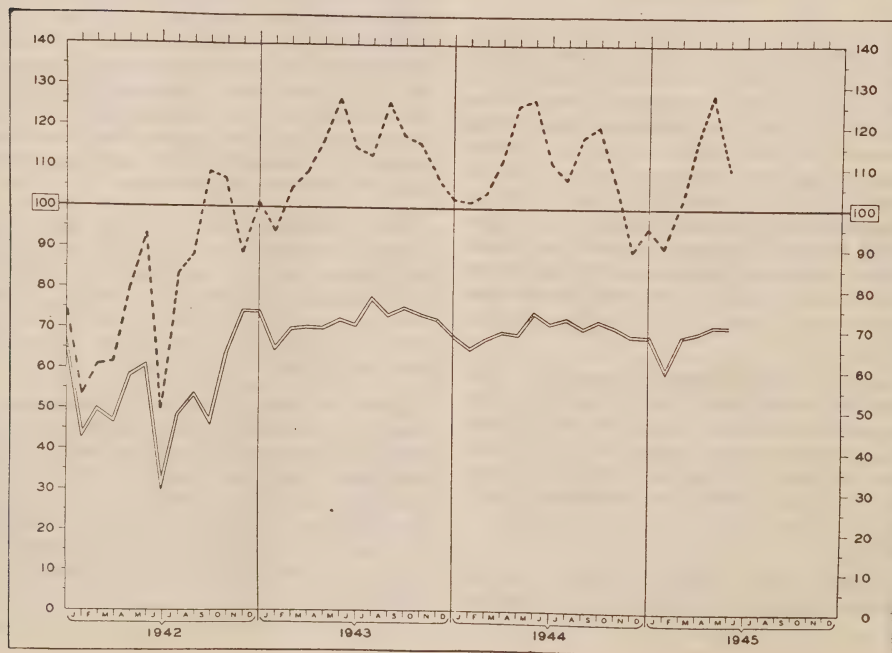
The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves

of vacancies and placements in relation to applications took downward courses. The ratio of vacancies to each 100 applications was 109.5 during the four weeks ending May 31, in contrast with 127.9 during the previous five weeks and 126.7 during the five weeks ending June 1, last year. The ratio of placements to each 100 applications during the period under review was 70.9 compared with 71.0 for the period March 30 to May 3, 1945, and 74.1 during the five weeks April 28 to June 1, 1944.

The average number of vacancies reported daily by employers to the Employment and Selective Service Offices throughout Canada during the four weeks May 4 to May 31, 1945, was 7,953 as compared with 10,059 during the preceding five weeks and with 10,407 during the five weeks April 28 to June 1, 1944. The average number of applications for employment received daily by the offices for the period under review was 7,261 in comparison with 7,863 during the previous period and 8,210 in the five-week period a year ago. The average number of placements made daily by the offices during the four weeks ending May 31, 1945, was 5,151, of which 4,979 were in

VACANCIES NOTIFIED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications ————— Vacancies - - - - - Placements =====



regular employment and 172 in work of one week's duration or less, as compared with a total daily average of 5,586 during the preceding five weeks. Placements during the period April 28 to June 1, 1944, averaged 6,086 daily, consisting of 5,935 placements in regular and 151 in casual employment.

During the period May 4 to May 31, 1945, the offices referred 157,338 persons to vacancies and effected a total of 118,483 placements. Of these, the placements in regular employment were 114,522, comprised of 80,249 males and 34,273 females, while placements in casual work totalled 3,961. The number of vacancies reported by employers was 127,367 for males and 55,541 for females, a total of 182,908, while applications for work numbered 167,010, of which 117,438 were from males and 49,572 from females. Reports for the previous four weeks, March 30 to May 3, 1945, showed 291,722 positions available, 228,035 applications made and 161,993 placements effected, while from April 28 to June 1, 1944, there were recorded 312,200 vacancies, 246,306 applications for work and 182,572 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year from January 1935, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,326	389,536
1938.....	258,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945 (22 weeks).....	648,547	19,458	668,005

Prince Edward Island and Nova Scotia

Positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the period ending May 31, 1945, averaged 266 daily compared with 340 in the preceding five weeks and 349 during the period ending June 1 last year. The average number of placements effected daily was 200 during the four weeks under review, in contrast with 218 in the previous period and 249 during the five weeks terminating June 1, 1944. The reduction in the daily average of placements from the period ending June 1 a year ago, was greatest in manufacturing with losses of more moderate proportions in trade, construction and public utilities operation. Placements by industrial

divisions included: manufacturing 1,541; services 1,078; public utilities operation 823; trade 649; construction 406 and mining 130. Placements in regular employment numbered 3,335 of men and 1,324 of women.

New Brunswick

Orders listed at Employment Offices in New Brunswick during the four weeks terminating May 31, called for a daily average of 185 workers compared with 312 in the previous period and 324 during the five weeks ending June 1, 1944. Placements registered a daily average of 153 during the period under review, in contrast with 161 in the preceding five weeks and 174 during the period April 28 to June 1 last year. When comparing placements by industrial groups with the five weeks ending June 1 a year ago, the most significant changes were decreases in forestry and logging, and trade and a gain in public utilities operation. Placements by industries included: manufacturing 1,175; public utilities operation 752; services 713; trade 466 and construction 373. There were 2,657 men and 944 women placed in regular employment.

Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the province of Quebec during the period ending May 31, 1945, there being 2,383 in comparison with 3,389 in the preceding five weeks and 3,585 during the period ending June 1 last year. Placements, likewise, decreased under both comparisons, the daily average being 1,499 during the four weeks under review, as compared with 1,670 in the previous period and 2,020 during the five weeks terminating June 1 a year ago. The marked reduction in placements from the period ending June 1, 1944, was chiefly attributable to a substantial decline in manufacturing although services, agriculture, forestry and logging, construction and public utilities operation were considerably fewer. In addition, a more moderate loss was reported in trade. Industries in which employment was found for more than 500 workers included: manufacturing 13,929; forestry and logging 7,361; services 4,309; construction 3,535; public utilities operation 2,994; trade 2,555 and mining 817. Regular placements numbered 27,528 of men and 8,344 of women.

Ontario

Employment opportunities as indicated by orders received at Offices in Ontario during the four weeks under review, showed a daily average of 2,913 workers in contrast with 3,845 in

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
MAY 4 TO MAY 31, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island							
Charlottetown	857	687	702	743	509	3	368
Summerside	647	625	498	562	310	3	348
	210	62	204	181	199		20
Nova Scotia							
Amherst	5,537	6,357	5,757	5,434	4,150	128	2,801
Bridgewater	165	80	228	149	139		204
Dartmouth	116	96	145	51	43		25
Digby	63	149	55	66	60		9
Glace Bay	74	99	57	49	65		24
Halifax	117	213	220	177	142		220
Inverness	2,453	3,753	1,565	1,960	1,580		396
Kentville	14	1	23	23	19		8
Liverpool	187	209	182	154	117		118
New Glasgow	78	243	79	81	64		27
New Waterford	633	405	1,181	823	478	93	735
Pictou	20	233	82	75	62		76
Springhill	158	66	180	167	106	2	100
Sydney	28	23	48	42	37		35
Sydney Mines	710	212	971	919	675	30	489
Truro	152	68	219	176	117		174
Yarmouth-Shelburne	305	299	293	284	213	3	75
	266	208	229	238	233		86
New Brunswick							
Bathurst	4,428	4,076	4,883	4,576	3,601	66	2,100
Campbellton	78	61	105	140	96	1	110
Edmundston	458	260	426	445	258	56	203
Fredericton	331	388	313	303	280		108
Minto	313	337	320	324	251		107
Moncton	320	92	285	271	277		12
Newcastle	1,049	1,229	1,284	1,227	838	9	914
Saint John	166	142	164	139	139		124
Saint Stephen	1,355	1,137	1,570	1,487	1,230		367
Sussex	164	280	100	78	76		38
Woodstock	117	81	128	102	96		68
	77	69	98	60	60		51
Quebec							
Acton Vale	57,182	59,697	54,746	46,482	35,872	97	29,457
Asbestos	68	175	106	100	97		67
Baie St. Paul	108	102	122	86	99	1	39
Beauharnois	71	43	93	64	43	5	38
Buckingham	189	160	155	132	118		43
Campbell's Bay	207	165	218	167	137		111
Causapscal	49	91	38	29	73		18
Chandler	516	393	1,403	1,390	1,396		42
Chicoutimi	4	16	54	12	18		133
Coaticook	446	572	1,394	1,143	1,084		859
Cowansville	1,126	330	1,127	1,150	1,140		7
Dolbeau	136	100	104	100	90		17
Drummondville	406	73	528	441	374		171
East Angus	565	196	470	496	424		370
Farnham	61	11	158	130	66	1	37
Granby	219	209	117	104	85		36
Hull	430	473	567	308	266		171
Joliette	711	503	772	609	530		412
Jonquiere	552	296	510	499	333		75
Lachine	330	132	477	377	222		743
Lachute	668	662	471	448	423		168
La Malbaie	312	148	487	285	231		131
La Tuque	340	282	213	242	219		65
Levis	965	383	767	781	760		70
Longueuil	922	426	1,084	766	670		465
Louiseville	86	625	521	471	359		177
Magog	117	76	202	150	89		52
Matane	177	137	137	205	105		96
Megantic	1,881	2,353	1,324	1,280	1,126	1	550
Mont Laurier	562	122	561	553	554	3	80
Montmagny	152	167	174	169	153		54
Montmorency	239	37	302	251	253		144
Montreal	159	76	389	259	133		196
Plessisville	25,901	35,359	21,383	17,638	11,799	62	13,953
Pointe aux Trembles	110	93	116	81	87		28
Port Alfred	411	458	362	308	285		63
Quebec	332	117	359	360	320		162
Richmond	3,008	2,053	3,801	2,902	2,085	1	4,776
Rimouski	73	127	68	57	42	2	18
Riviere du Loup	625	579	674	422	508		290
Roberval	515	745	164	129	110		149
Rouyn	147	788	262	249	168		84
	1,142	915	840	1,116	628		317

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
MAY 4 TO MAY 31, 1945—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded—							
Ste. Agathe.....	321	302	278	250	246		34
Ste. Anne de Bellevue.....	140	40	221	186	153		61
Ste. Therese.....	290	374	422	432	185		226
St. Hyacinthe.....	370	822	379	343	304	1	172
St. Jean.....	754	387	940	709	444		199
St. Jerome.....	504	457	459	415	359		130
St. Joseph d'Alma.....	471	30	521	512	454		95
St. Paul l'Ermite.....	140	35	73	73	84		4
Shawinigan Falls.....	585	203	668	709	567		560
Sherbrooke.....	1,084	557	1,365	1,192	837	20	285
Sorel.....	1,158	816	758	610	630		133
Stetford Mines.....	877	171	1,163	1,012	958		207
Three Rivers.....	1,033	440	1,167	953	773		599
Val d'Or.....	805	524	716	565	547		126
Valleyfield.....	827	871	879	588	382		356
Verdun.....	1,817	2,695	1,290	1,204	983		668
Victoriaville.....	316	275	283	290	274		138
Ontario.....	69,921	73,185	58,261	58,733	43,353	764	17,587
Amherst.....	175	343	251	247	208	1	45
Barrie.....	235	174	257	206	182		91
Belleville.....	686	367	417	539	363		186
Brampton.....	420	1,093	276	233	381		65
Brantford.....	166	453	154	141	102		49
Brockville.....	767	929	813	793	721	7	167
Carleton Place.....	218	81	251	237	193		25
Chatham.....	47	79	64	66	61		10
Coburg.....	441	491	497	572	370	19	168
Collingwood.....	95	36	118	106	90		18
Cornwall.....	118	169	82	62	56		17
Dunnville.....	742	254	880	767	587	14	225
Fergus.....	72	115	75	62	55		15
Fort Erie.....	52	75	68	49	42		13
Fort Frances.....	187	368	413	304	144		86
Fort William.....	240	196	277	224	201	3	43
Galt.....	1,239	1,375	804	989	887		407
Gananoque.....	574	889	398	425	290		95
Goderich.....	53	36	58	57	53		25
Guelph.....	111	212	119	89	86		32
Hamilton.....	563	609	453	488	374		65
Hawkesbury.....	4,141	5,467	5,982	5,599	2,956	67	1,798
Ingersoll.....	177	124	267	181	130		96
Kapuskasing.....	34	118	77	77	63		20
Kenora.....	1,245	1,265	200	200	220		10
Kingston.....	244	548	102	58	96		62
Kirkland Lake.....	803	669	753	975	671	11	221
Kitchener-Waterloo.....	716	439	997	671	546	14	235
Leamington.....	1,505	1,581	930	1,004	907		81
Lindsay.....	251	213	191	209	180		38
Listowel.....	79	59	94	96	81		19
London.....	102	134	76	67	51		21
Midland.....	2,337	2,087	2,108	2,448	1,415	147	532
Napanee.....	343	433	269	282	249		97
Newmarket.....	82	115	87	84	91		17
New Toronto.....	148	143	124	99	85		19
Niagara Falls.....	1,429	1,629	875	723	552		222
North Bay.....	604	551	559	630	424		209
Orangeville.....	1,005	748	755	542	712	30	124
Orillia.....	57	58	69	67	63		5
Oshawa.....	311	444	268	276	216		706
Ottawa.....	571	1,020	1,157	631	466	6	81
Owen Sound.....	4,376	2,688	3,913	3,853	2,883	5	575
Paris.....	394	288	352	341	226	5	139
Parrs Sound.....	73	191	33	34	30		4
Pembroke.....	143	154	213	125	103		47
Perth.....	756	480	663	731	730		164
Peterborough.....	204	151	210	243	162	2	47
Pictou.....	703	533	757	826	611		195
Port Arthur.....	75	45	84	68	64		27
Port Colborne.....	1,485	3,209	1,238	1,253	1,238		427
Port Hope.....	323	285	290	170	218		97
Prescott.....	66	98	72	74	86		29
Renfrew.....	153	147	140	132	133		13
St. Catharines.....	146	97	145	188	120		62
St. Thomas.....	1,008	508	1,298	1,415	999		440
Sarnia.....	502	907	414	470	330	12	119
Sault Ste Marie.....	576	438	764	639	489		188
	1,718	1,412	557	555	501		146

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
MAY 4 TO MAY 31, 1945—Concluded

Office	Vacancies		Applicants			
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed Regular Casual	Unplaced end of period
Ontario—Concluded						
Simcoe.....	239	204	228	220	192	32
Smith's Falls.....	207	116	176	180	151	29
Stratford.....	372	254	419	354	255	97
Surgeon Falls.....	93	84	116	117	99	23
Sudbury.....	1,666	2,584	1,206	1,176	1,029	411
Tillsonburg.....	132	117	110	115	87	14
Timmins.....	802	936	1,144	978	690	586
Toronto.....	22,883	23,376	14,478	16,066	11,402	4,969
Toronto Junction.....	2,437	2,718	1,463	1,745	1,248	340
Trenton.....	248	246	205	261	186	59
Walkerton.....	182	168	154	134	124	52
Wallaceburg.....	209	181	135	161	97	67
Welland.....	682	1,617	547	603	532	82
Weston.....	858	1,098	456	416	461	73
Windsor.....	2,503	1,196	3,259	3,178	2,100	1,481
Woodstock.....	317	500	357	334	187	87
Manitoba	9,713	6,622	9,567	10,229	5,381	5,096
Brandon.....	403	491	320	380	260	164
Dauphin.....	205	232	373	196	118	256
Flin Flon.....	123	258	73	78	152	23
Portage la Prairie.....	128	108	182	139	128	165
Selkirk.....	88	49	96	91	78	50
The Pas.....	107	143	166	91	57	84
Winnipeg.....	8,659	5,341	8,358	9,254	4,588	4,354
Saskatchewan	4,205	3,822	5,087	4,587	2,849	2,068
Estevan.....	71	90	90	73	73	42
Moose Jaw.....	524	596	518	633	399	307
North Battleford.....	207	162	222	148	119	69
Prince Albert.....	506	290	402	335	312	320
Regina.....	1,697	1,294	1,752	2,018	1,000	522
Saskatoon.....	962	978	1,521	994	656	71
Swift Current.....	127	80	102	93	98	617
Weyburn.....	73	142	69	61	58	14
Yorkton.....	138	190	411	232	134	154
Alberta	8,821	6,043	7,933	8,043	5,333	3,135
Black Diamond.....	92	46	77	88	64	24
Blairmore.....	74	214	65	55	52	33
Calgary.....	2,589	1,735	2,803	2,729	1,764	1,312
Drumheller.....	106	306	140	153	90	40
Edmonton.....	4,616	2,344	4,024	4,088	2,639	1,417
Lethbridge.....	308	200	40	40	60	16
Medicine Hat.....	457	407	349	439	298	163
Red Deer.....	350	515	321	339	257	80
	229	276	114	112	109	50
British Columbia	22,244	16,377	20,074	18,511	13,474	9,112
Chilliwack.....	356	219	249	245	258	103
Courtenay.....	226	336	122	102	169	69
Cranbrook.....	223	402	205	211	210	43
Dawson Creek.....	283	143	178	159	180	23
Duncan.....	455	435	225	233	329	57
Fernie.....	43	177	54	46	55	10
Kamloops.....	548	363	305	236	310	77
Kelowna.....	173	181	190	191	128	167
Nanaimo.....	263	136	242	264	233	121
Nelson.....	383	466	428	373	255	325
New Westminster.....	1,228	556	1,355	1,316	912	727
North Vancouver.....	250	200	243	205	186	93
Penticton.....	350	245	200	181	154	167
Port Alberni.....	394	357	182	193	250	89
Prince George.....	739	331	455	471	541	95
Prince Rupert.....	508	466	429	356	365	127
Princeton.....	105	108	48	40	78	15
Trail.....	144	402	303	191	169	299
Vancouver.....	13,036	8,816	12,547	11,405	6,956	5,433
Vernon.....	330	138	366	264	294	192
Victoria.....	2,002	1,386	1,562	1,629	1,255	797
Whitehorse.....	203	504	186	200	192	83
Canada	182,908	176,866	167,010	157,338	114,522	71,724
Males	127,367	125,057	117,438	108,545	80,249	47,605
Females	55,541	51,809	49,572	48,793	34,273	24,119

the previous period and 4,114 during the five weeks April 28 to June 1, last year. Placements were fewer under both comparisons, the daily average being 1,838 as compared with 2,176 in the preceding five weeks and 2,255 during the period ending June 1, 1944. Except for a moderate gain in finance and insurance, all industrial groups reported declines, the most pronounced being in manufacturing followed by fairly large losses in services, forestry and logging, and public utilities operation. Industrial divisions in which the majority of placements were effected were: manufacturing 18,557; services 9,207; trade 5,119; public utilities operation 4,219; construction, 3,558; forestry and logging 1,237; finance and insurance 1,064, and mining 859. Placements in regular employment numbered 28,411 of men and 14,942 of women.

Manitoba

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Manitoba during the period terminating May 31, was 405, as compared with 448 during the preceding five weeks and 433 in the period ending June 1 last year. Placements recorded a daily average of 270 during both the four weeks under review and the previous period, but 289 during the five weeks ending June 1 a year ago. Manufacturing, with a fairly large reduction in placements from the period ending June 1, 1944, was responsible for the loss reported. Except for a moderate gain in construction, changes in all other groups were unimportant. Placements by industrial divisions numbered: services 1,842; manufacturing 1,582; trade 1,191; public utilities operation 891; construction 528; agriculture 140; finance and insurance 131, and mining 129. There were 3,355 men and 2,026 women placed in regular employment.

Saskatchewan

Orders received at Employment Offices in Saskatchewan during the four weeks May 4 to May 31, called for an average of 175 workers daily compared with 270 in the preceding period and 217 during the five weeks ending June 1, 1944. There was a daily average of 132 placements in contrast with 159 during both the previous period and the five weeks April 28 to June 1 last year. Moderate losses in manufacturing and services were the only changes of importance in the daily average of

placements from the period ending June 1 a year ago. Placements by industries included: services 1,048; trade 599; manufacturing 506; public utilities operation 435; construction 286 and agriculture 227. Regular placements numbered 1,866 of men and 983 of women.

Alberta

Opportunities for employment at Employment Offices in Alberta during the period terminating May 31, numbered 368 daily in comparison with 444 in the previous five weeks and 452 during the period ending June 1 a year ago. The average number of placements effected daily was 246 during the four weeks under review, in contrast with 284 in the preceding period and 293 during the five weeks ending June 1, 1944. With the exception of a small gain in agriculture and a nominal increase in fishing and hunting, all industrial groups reported decreases in placements from the five weeks ending June 1 last year; the greatest reductions being in construction, manufacturing, trade, mining and public utilities operation. Industrial divisions in which most of the placements were effected were: services 1,871; manufacturing 1,023; trade 902; public utilities operation 711; construction 699; mining 319 and agriculture 288. Placements in regular employment numbered 3,444 of men and 1,889 of women.

British Columbia

During the four weeks ending May 31, 1945, the daily average of positions offered through Employment Offices in the province of British Columbia was 927 in comparison with 1,012 in the period ending May 3, 1945, and 933 during the five weeks terminating June 1, 1944. Placements showed a lower average during the period under review, being 600 daily in contrast with 646 during both the previous five weeks and the period April 28 to June 1 last year. Reduced placements in manufacturing, construction and trade accounted for the decrease from the five weeks ending June 1 a year ago. A moderate improvement in public utilities operation and small gains in forestry and logging, and fishing and hunting were the only advances registered. Placements by industrial groups included: manufacturing 4,022; services 3,318; forestry and logging 1,841; public utilities operation 1,815; trade 1,589 and construction 1,240. There were 9,653 men and 3,821 women placed in regular employment.

STRIKE activity in Canada during the month of June continued at the same low level as in May. There were 12 strikes recorded during the month, as compared with nine in May and 23 in June, 1944. The number of workers involved and the time loss in man-days showed a decrease, both as compared with the previous month and with June, 1944. Preliminary figures show 12 strikes in existence during June, involving 2,773 workers and causing a time loss of 4,688 days, as compared with nine strikes in May, with 3,035

workers involved and a time loss of 6,340 days. In June, 1944, there were 23 strikes, involving 5,980 workers, with a time loss of 9,528 days.

Preliminary figures for the first six months of this year show 82 strikes, involving 25,208 workers, with a time loss of 83,723 days, as compared with 113 strikes, with 48,194 workers involved and a time loss of 318,288 days, for the same period last year.

Of the 12 strikes recorded for June, 1945, one resulted in favour of the workers, four in favour of the employers, two were com-

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
*April.....	9	9	4,363	4,363	25,169
*May.....	9	9	3,035	3,035	6,340
*June.....	12	12	2,773	2,773	4,688
Cumulative totals.....	82	.....	25,208	.....	83,723
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
April.....	12	12	14,384	14,384	115,994
May.....	24	25	9,841	22,827	126,386
June.....	22	23	5,840	5,980	9,528
Cumulative totals.....	113	.....	48,194	.....	318,288

* Preliminary.

† Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1945*

Industry, occupation and locality	Number involved		Time loss in man- working days	Particulars†
	Establish- ments	Workers		
Strikes and Lockouts Commencing During June, 1945				
MINING— Coal miners, Coleman, Alta.	1	465	465	Commenced June 26; protesting placing hoisting engineer at other work at reduced wages when not required at regular job; terminated June 26; return of workers pending settlement; indefinite.
MANUFACTURING— <i>Metal Products—</i> Moulders, Moncton, N.B.	1	(a) 21	42	Commenced June 1; against suspension of apprentice moulder for alleged insubordination; terminated June 2; conciliation, federal; in favour of workers.
Aircraft parts factory workers, Windsor, Ont.	1	231	50	Commenced June 4; seniority in promotion of a worker to job of foreman; terminated June 5; negotiations; in favour of employer.
Brass factory workers, Sarnia, Ont.	1	(b) 175	285	Commenced June 9; refusal of a female worker to join union; terminated June 11; return of workers; in favour of employer.
Brass factory workers, Niagara Falls, Ont.	1	67	67	Commenced June 13; alleged discrimination in dismissal of two workers; terminated June 13; return of workers; in favour of employer.
Foundry workers, Toronto, Ont.	1	(c) 30	90	Commenced June 14; <i>re</i> application of wage rates in Finding and Direction of RWLB‡; terminated June 16; return of workers; in favour of employer.
Metal factory workers, Brantford, Ont.	1	136	204	Commenced June 22; for hourly instead of piece-work rates of pay; terminated June 23; negotiations; compromise, temporary schedule until job evaluation completed.
Foundry workers, Guelph, Ont.	1	(d) 227	1,050	Commenced June 26; protest against Finding and Direction of NWLB‡ disallowing most of wage increases approved by RWLB; un-terminated.
Shipbuilding— Shipyards workers, Quebec, P.Q.	1	1,183	1,850	Commenced June 5; for dismissal of personnel manager and mechanical superintendent and for union shop and check-off; terminated June 7; conciliation, federal, and return of workers pending settlement; indefinite.
Ship repair workers, Liverpool, N.S.	1	53	245	Commenced June 11; refusal of a worker to pay union dues; terminated June 15; conciliation, federal; compromise, worker dismissed for cause.
Riveters, Esquimalt, B.C.	1	175	300	Commenced June 13; against discontinuance of piece-work rates for riveting; terminated June 14; conciliation, federal, and further reference to NWLB; indefinite.
Non-Metallic Minerals, Chemicals, etc.— Oil refinery workers, Moose Jaw, Sask.	1	(f) 10	40	Commenced June 27; against dismissal of a worker allegedly for union activity; un-terminated.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board; NWLB—National War Labour Board.

(a) 33 indirectly affected; (b) 60 indirectly affected; (c) 13 indirectly affected;

(d) 159 indirectly affected; (f) 7 indirectly affected.

promise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month, therefore, two strikes were reported as un-terminated, one of foundry workers at Guelph, Ont., and the other* of oil refinery workers at Moose Jaw, Sask.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries." The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to war conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April, 1945, was 198 and 13 were still in progress from the previous month, making a total of 211 during the month, in which 43,800 workers were involved and a time loss of 99,000 working days was caused.

Of the 198 work stoppages commencing in April, 37 arose out of demands for advances in wages, 48 on other wage questions, 13 on questions as to working hours, 32 on questions respecting the employment of particular classes or persons, 59 on other questions respecting working arrangements, eight on questions of trade union principle and one was in support of workers involved in another dispute.

British India

Preliminary figures for January, 1945, show 46 work stoppages, involving 33,332 workers with a time loss of 96,011 man-days.

United States

Preliminary figures for May, 1945, show 425 strikes and lockouts beginning in the month, in which 310,000 workers were involved. The time loss for all strikes in progress during the month was 2,025,000 days. Corresponding figures for April, 1945, are 450 strikes, involving 285,000 workers with a time loss of 1,330,000 working days.

Prices

Prices, Retail and Wholesale, in Canada, June, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index advanced 0.6 points to 119.6 between May 1 and June 1, 1945, for a war-time increase of 18.7 per cent. Strength in foods was mainly responsible, an index for this series moving up 1.7 points to 133.4 due to substantial increases for fresh vegetables and smaller ones for fresh fruits, eggs and meats. Butter was slightly lower during the month. Clothing, the only other group to record a change, registered a gain of 0.1 to 122.1. June 1 index levels for other groups were as follows: rents 112.1; fuel and light 106.6; home furnishings and services 118.9 and miscellaneous items 109.4.

Cost-of-living index numbers for eight regional cities moved considerably higher between April 2 and June 1, 1945, with strength

in foods primarily responsible. The Toronto and Vancouver series for June at 118.1 and 119.1 both recorded increases of 1.3 points during the period under review, the former reflecting an advance of 4.1 points for foods and the latter a rise of 3.4 points. Toronto clothing and home furnishings and services were higher also, while Vancouver clothing prices recorded an increase. Winnipeg foods, up 3.3 points, were reflected in an increase of 1.0 to 117.2 in the composite index, while a Montreal food advance of 2.2 points moved the composite index 0.9 to 121.9. The Saint John index was 0.6 points higher at 119.4 due to foods and fuel and lighting costs, while the Edmonton series rose 0.5 to 116.7, Halifax 0.4 to 119.1 and Saskatoon 0.3 to 119.9.

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1945

BASE: PRICES IN JULY 1914 AND IN AUGUST 1939 = 100

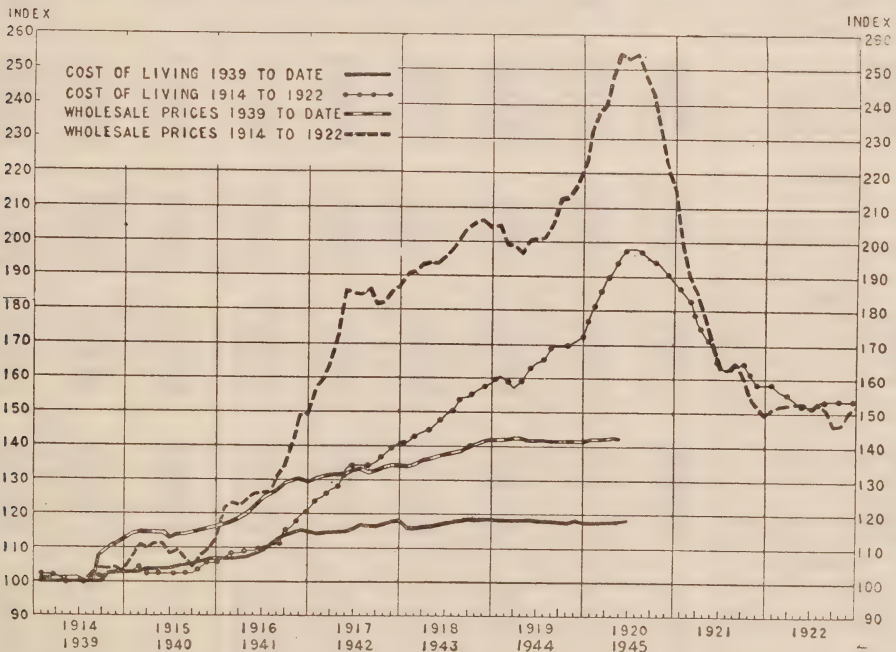


TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	86.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.4
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.6	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
November 1.....	118.0	118.9	131.6	112.0	108.1	121.6	118.4	108.9	125.3
December 1.....	117.6	118.5	130.3	112.0	108.1	121.6	118.4	108.9	124.7
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
May 1.....	118.1	119.0	131.7	112.1	106.6	122.0	118.9	109.4	125.5
June 1.....	118.7	119.6	133.4	112.1	106.6	122.1	118.9	109.4	126.4

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of

TABLE II.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JUNE, 1945

(Base: August 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	119.1	141.5	105.7	105.2	118.6	115.5	109.8
Saint John.....	119.4	133.4	107.8	113.7	122.2	116.8	110.0
Montreal.....	121.9	140.1	108.8	109.7	124.6	118.7	107.7
Toronto.....	118.1	132.8	111.1	111.4	118.9	114.6	109.1
Winnipeg.....	117.2	133.4	104.6	109.0	119.6	116.3	108.0
Saskatoon.....	119.9	135.2	113.2	110.4	120.4	120.2	107.9
Edmonton.....	116.7	133.9	100.0	103.6	124.3	117.1	109.1
Vancouver.....	119.1	138.2	100.2	114.2	125.1	115.8	108.8

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-JUNE, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR JUNE, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	Nov. 1943	Feb. 1944	May 1944	Aug. 1944	Nov. 1944	Feb. 1945	April 1945	May 1945	June 1945	Price June 1945
Beef, sirloin steak.....	lb.	100.0	120.7	144.1	143.0	143.0	154.1	154.1	153.8	154.1	154.1	154.5	43.1
Beef, round steak.....	lb.	100.0	125.7	155.7	154.4	154.4	166.7	166.7	166.7	167.1	167.1	167.1	39.6
Beef, rib roast.....	lb.	100.0	125.5	173.9	173.9	173.5	173.0	172.2	173.0	173.9	173.9	173.5	39.9
Beef, shoulder.....	lb.	100.0	132.7	181.1	180.5	179.9	161.6	161.6	161.0	161.0	161.0	161.6	25.7
Beef, stewing.....	lb.	100.0	136.7	181.7	180.2	180.2	168.3	169.0	168.3	168.3	168.3	168.3	21.2
Veal, forequarter.....	lb.	100.0	139.3	182.8	177.5	173.4	174.0	174.0	173.4	173.4	173.4	173.4	29.3
Lamb, leg roast.....	lb.	100.0	109.9	126.4	141.2	143.3	155.3	148.2	148.9	148.9	150.4	153.5	43.6
Pork, fresh loins.....	lb.	100.0	125.3	139.6	138.8	138.8	139.2	140.8	141.5	141.5	142.3	142.7	37.1
Pork, fresh shoulder.....	lb.	100.0	127.0	148.5	146.9	146.4	146.4	143.9	142.3	142.3	142.3	142.9	28.0
Bacon, side, med. sliced.....	lb.	100.0	132.3	140.6	140.6	140.3	140.0	140.6	140.9	141.2	141.2	141.2	45.9
Lard, pure.....	lb.	100.0	151.3	162.3	162.3	153.5	150.9	152.6	155.3	150.1	157.0	157.0	17.9
Shortening, Vegetable.....	lb.	100.0	134.7	137.5	137.5	137.5	137.5	136.8	136.8	136.8	136.8	137.5	19.8
Eggs, grade "A" fresh.....	doz.	100.0	156.4	181.6	140.5	135.5	141.4	171.1	141.4	138.5	137.2	137.8	41.9
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamy, prints.....	lb.	100.0	140.5	144.0	146.2	145.8	143.2	145.8	146.2	146.2	145.4	144.0	39.3
Cheese, Canadian, mild.....	lb.	100.0	174.6	166.3	166.8	164.9	163.5	164.4	164.4	164.4	163.9	164.4	34.2
Bread, white.....	lb.	100.0	106.6	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	127.3	127.3	127.3	124.2	124.2	124.2	124.2	4.1
Rolls oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn Flakes, 8 oz.....	pkg.	100.0	101.1	101.1	101.1	101.1	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	132.1	136.8	138.7	138.7	138.7	137.7	136.8	136.8	136.8	14.0
Peas, canned, 2's.....	tin	100.0	117.5	121.7	124.2	124.2	124.2	123.3	122.5	122.5	121.7	121.7	14.6
Corn, canned, 2's.....	tin	100.0	128.3	133.6	135.4	135.4	134.5	133.6	133.6	132.7	132.7	132.7	15.0
Beans, dry.....	lb.	100.0	129.4	129.4	131.4	131.4	133.3	133.3	133.3	133.3	133.3	133.3	6.8
Onions.....	lb.	100.0	108.2	146.9	149.0	177.6	146.9	116.3	112.2	108.2	106.1	130.6	6.4
Potatoes.....	15 lb.	100.0	89.9	136.3	140.5	147.9	155.2	123.2	136.9	141.2	143.9	171.6	60.3
Prunes, medium.....	lb.	100.0	115.8	126.3	130.7	122.8	122.8	122.8	122.8	121.1	121.1	120.2	13.7
Raisins, seedless, bulk.....	doz.	100.0	104.0	102.0	101.3	109.3	115.2	113.2	102.0	106.6	109.3	109.9	16.6
Oranges, medium size.....	doz.	100.0	132.5	147.8	138.2	140.3	141.3	141.6	145.4	147.1	151.5	157.7	46.2
Lemons, medium size.....	doz.	100.0	111.3	141.8	138.2	135.7	143.4	144.6	143.7	140.9	141.2	143.1	46.5
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.1	115.1	114.5	114.5	114.5	115.1	115.1	115.1	115.1	18.9
Peaches, 20 oz.....	tin	100.0	101.5	109.6	108.1	108.1	108.1	108.1	104.1	104.1	104.1	105.1	20.9
Marmalade, orange, 16 oz.....	jar	100.0	118.3	131.1	131.8	130.3	130.3	130.3	129.6	129.6	128.9	128.9	17.5
Corn Syrup, 2 lb.....	tin	100.0	138.0	154.3	154.7	155.0	156.0	155.7	155.3	158.8	158.2	158.2	27.1
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.1	131.1	131.1	131.1	131.4	131.1	131.1	131.4	131.4	44.4
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to June 1945 prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure per lb.	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 3 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins per lb.	Fresh shoulder per lb.											
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	44.5	40.5	37.4	28.2	22.2	....	43.7	37.4	32.3	45.4	19.2	20.1	42.0	9.0	41.8	34.9	7.3	4.6	6.1	10.0
Nova Scotia—																				
2—Halifax.....	44.4	41.2	38.7	27.1	23.4	24.2	46.1	39.2	26.2	45.9	19.1	20.0	47.1	11.0	43.1	36.4	8.0	4.5	6.1	9.9
3—New Glasgow.....	45.8	43.1	42.3	26.8	23.1	....	....	39.9	31.7	46.3	19.5	19.9	42.3	10.0	43.6	36.9	7.3	4.9	6.1	10.0
4—Sydney.....	47.4	41.6	....	30.1	24.4	....	....	....	....	47.5	19.0	19.9	47.6	12.0	42.9	35.8	7.3	4.5	6.0	9.8
5—Truro.....	44.7	40.7	36.0	28.2	17.7	....	....	39.0	29.2	45.8	19.4	20.3	46.0	10.0	43.4	35.2	6.7	4.9	6.0	9.8
New Brunswick—																				
6—Fredericton.....	44.7	40.7	45.8	27.4	20.3	29.5	47.3	38.4	31.3	47.5	19.2	19.7	43.2	10.0	41.0	35.3	7.3	4.8	6.3	9.4
7—Moncton.....	45.5	41.4	40.9	27.1	21.0	29.8	....	37.3	29.3	48.3	18.4	19.9	44.5	10.0	41.8	34.9	8.0	4.5	5.9	10.0
8—Saint John.....	45.3	43.1	38.6	28.6	22.5	30.0	....	40.6	29.8	45.1	18.8	19.8	45.5	11.0	41.7	34.6	7.3	4.2	6.0	9.7
Quebec—																				
9—Chicoutimi.....	41.5	38.2	38.0	28.0	22.0	....	....	29.1	29.1	49.0	19.7	20.6	40.6	10.0	39.2	33.8	6.7	4.3	....	9.9
10—Hull.....	40.9	38.2	36.8	25.4	18.8	30.5	41.5	32.6	28.4	46.3	17.4	19.1	43.5	10.0	38.4	30.8	5.3	3.8	5.5	9.5
11—Montreal.....	42.8	39.7	43.8	24.8	20.0	25.9	42.6	33.9	26.5	46.7	18.3	19.2	44.6	10.5	39.2	33.8	6.0	3.8	5.5	9.4
12—Quebec.....	41.7	38.3	38.4	23.7	19.1	28.8	39.4	32.7	26.5	42.8	18.3	19.5	42.9	10.0	38.5	34.5	5.5	3.6	5.8	9.7
13—St. Hyacinthe.....	37.0	34.8	34.4	24.8	18.7	30.4	37.8	29.1	26.6	47.5	18.3	19.5	40.9	9.0	38.7	32.1	5.3	4.1	6.0	9.8
14—St. Johns.....	43.7	40.8	39.5	26.7	17.3	32.7	....	....	28.8	47.4	18.6	19.9	43.1	9.0	38.7	31.9	5.3	4.1	5.7	9.7
15—Sherbrooke.....	43.6	40.0	40.5	27.0	18.7	32.4	48.0	34.0	26.4	39.9	18.6	19.7	44.1	10.0	38.1	34.5	5.3	4.2	6.0	9.8
16—Sorel.....	40.0	36.7	40.7	25.1	19.7	....	....	32.6	25.5	47.0	18.6	19.6	39.5	9.0	38.8	32.2	5.3	4.0	5.3	10.0
17—Thetford Mines.....	33.6	34.5	32.3	24.3	17.4	....	....	24.5	25.3	38.5	18.4	19.4	40.4	9.0	38.1	31.7	5.3	4.0	5.3	9.6
18—Three Rivers.....	40.3	36.9	36.0	24.8	20.7	....	....	28.8	25.6	46.6	17.9	19.5	42.9	10.0	38.5	34.7	6.0	4.0	5.5	9.7
Ontario—																				
19—Belleville.....	41.2	38.2	39.8	25.8	20.2	27.0	....	37.4	29.4	45.1	17.3	19.2	39.5	10.0	38.2	30.8	6.7	4.2	5.5	8.7
20—Brantford.....	43.9	40.4	40.5	25.9	19.0	30.0	45.3	38.9	28.0	46.0	17.6	19.6	41.0	10.0	39.0	35.6	6.7	4.2	5.4	9.1
21—Brockville.....	46.7	42.8	44.0	26.0	21.6	....	....	35.6	29.2	44.5	17.6	19.3	40.0	10.0	38.1	30.9	6.3	4.0	5.5	8.9
22—Chatham.....	43.4	40.0	41.4	25.8	19.9	30.5	44.4	37.7	32.3	46.2	17.4	19.4	40.3	10.0	38.4	34.9	5.3	4.1	5.2	8.7
23—Cornwall.....	43.6	40.4	40.5	25.9	17.7	....	....	36.4	27.4	45.9	18.1	19.4	39.6	10.0	39.1	30.3	6.0	4.0	5.8	9.2
24—Fort William.....	43.4	39.7	37.6	25.4	22.3	29.3	....	36.3	29.6	45.6	17.7	19.0	45.7	11.0	39.5	32.7	6.0	3.9	5.1	8.8
25—Galt.....	43.3	40.3	40.0	25.0	22.8	30.0	47.0	37.3	26.3	47.2	17.8	19.2	40.0	10.0	38.9	36.7	6.7	4.1	5.7	8.8
26—Guelph.....	43.3	40.3	39.2	26.5	24.4	31.2	45.0	40.0	28.7	46.5	17.7	19.2	39.9	10.0	38.8	35.5	6.0	4.0	5.7	8.9
27—Hamilton.....	44.0	41.0	41.7	25.5	22.7	29.6	46.5	40.0	29.1	47.4	17.8	19.0	42.9	11.0	39.7	37.4	6.0	4.2	5.5	8.8
28—Kingston.....	43.1	38.6	38.7	25.7	18.6	25.7	43.2	37.3	27.3	45.8	17.3	19.2	40.0	10.0	38.9	31.4	6.0	4.3	5.3	9.2
29—Kitchener.....	42.8	40.1	40.7	25.2	23.1	30.4	46.1	38.7	27.1	46.3	18.1	19.6	37.9	10.0	39.1	33.9	6.3	4.0	6.0	8.8
30—London.....	43.7	40.1	41.2	25.4	22.0	30.2	47.0	39.3	25.8	45.5	18.4	19.3	41.8	10.0	39.0	32.7	6.0	4.0	5.6	8.9
31—Niagara Falls.....	42.8	39.5	41.1	25.1	19.7	29.9	....	39.0	27.5	44.5	17.9	19.2	41.3	10.5	39.3	32.9	6.0	4.2	5.7	8.8
32—North Bay.....	43.4	40.6	42.0	25.9	18.5	....	....	40.2	....	46.0	18.0	19.5	44.5	11.0	39.3	33.1	6.7	4.2	6.3	9.7
33—Oshawa.....	43.7	40.7	42.6	25.5	21.6	32.3	....	39.9	28.0	45.7	17.7	19.5	42.3	10.0	39.2	33.6	6.0	4.1	5.7	8.8
34—Ottawa.....	44.3	41.4	42.9	26.5	22.0	29.5	46.6	36.7	28.5	48.7	18.1	19.0	42.5	10.0	39.0	31.0	6.7	3.8	5.7	8.7
35—Owen Sound.....	42.0	39.0	39.3	24.0	22.8	....	....	37.2	26.5	45.4	17.9	19.4	39.9	10.0	39.4	....	6.0	4.0	5.3	9.4
36—Peterborough.....	45.2	41.7	42.7	25.8	21.8	32.2	44.5	40.3	28.8	46.8	18.0	19.1	39.4	10.0	39.0	34.2	6.0	4.3	5.4	8.6

COAL AND RENTALS IN CANADA, JUNE, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar.	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-0	15-4	15-7	6-5	6-7	44-2	13-8	17-9	45-7	63-8	39-2	21-8	37-4	29-2	8-6	8-1	53-7	38-0	.....	11-57	24-00-28-00(b)	1
14-5	14-4	14-9	6-9	6-1	52-6	14-4	16-6	55-0	53-3	39-4	20-4	37-0	29-1	8-5	8-3	49-7	38-0	.....	12-29	27-50-31-50	2
14-9	14-9	14-9	6-4	4-6	44-8	14-2	16-9	48-8	50-1	39-9	....	38-5	28-9	8-2	8-2	51-9	38-0	.....	8-42	16-00-20-00	3
15-0	14-9	15-1	6-8	7-0	55-2	13-6	16-7	52-4	57-4	39-0	....	36-8	28-9	8-6	8-4	49-3	37-8	.....	6-75	18-00-22-00(b)	4
14-7	14-7	15-1	7-0	5-5	44-7	14-6	16-7	53-8	50-7	40-2	21-3	37-9	29-7	8-7	8-7	50-3	38-0	.....	11-41	26-50-30-50	5
14-7	15-3	15-0	6-7	5-6	47-1	14-6	15-9	47-3	56-1	39-5	20-2	38-8	29-3	8-5	8-3	49-6	38-0	.....	12-09	21-00-25-00(b)	6
14-9	15-0	15-0	6-8	6-3	46-8	13-8	18-5	47-6	52-3	41-0	20-6	37-9	28-4	9-0	8-8	51-1	38-0	.....	11-57	26-00-30-00(b)	7
14-7	14-8	14-8	6-8	6-8	54-6	13-7	15-0	53-9	51-4	40-0	20-0	35-9	28-9	8-5	8-3	47-7	38-0	.....	12-70	20-50-24-50(b)	8
14-4	14-9	14-7	6-7	8-5	38-3	15-5	18-5	45-0	55-0	39-8	21-3	39-7	28-7	8-6	8-2	52-3	39-9	18-00	.....	.....	9
13-6	14-5	15-0	7-2	6-9	52-8	13-2	17-6	40-7	44-3	37-5	20-7	35-9	27-5	8-3	8-0	45-4	38-9	16-75	.....	15-50-19-50	10
13-2	14-0	14-2	6-6	6-4	53-7	13-8	17-1	45-0	40-4	37-4	20-7	35-2	27-4	8-0	7-9	46-9	39-6	16-75	.....	23-00-27-00(b)	11
14-3	14-4	14-7	6-6	6-8	50-0	14-6	16-8	49-1	49-2	38-0	20-6	36-5	28-6	8-1	7-9	43-4	39-9	16-00	.....	27-00-31-00(b)	12
13-7	14-7	15-5	6-9	7-0	45-7	14-0	17-6	46-0	45-7	38-3	21-0	36-2	28-7	8-0	7-8	42-4	40-3	15-75	.....	16-00-20-00(b)	13
13-8	14-5	15-0	6-8	8-3	44-9	14-4	17-8	41-3	45-0	39-5	....	37-4	27-9	8-0	7-9	41-7	40-0	15-50	.....	.....	14
14-0	15-4	15-3	6-3	6-6	47-0	14-7	18-1	45-7	45-0	39-6	21-7	39-2	28-9	8-0	8-0	41-0	39-4	17-50	.....	20-00-24-00(b)	15
14-7	14-5	15-7	7-4	7-3	40-3	15-3	16-6	46-1	56-8	42-1	19-3	37-6	29-5	7-9	7-7	46-2	39-7	16-25	.....	.....	16
14-0	14-5	15-3	6-0	6-9	38-2	15-0	16-1	46-1	48-0	39-7	21-7	38-5	28-5	8-0	7-5	48-0	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-5	14-5	6-7	7-1	45-3	14-7	18-9	44-1	50-2	40-3	....	37-7	28-7	8-5	8-0	47-5	40-2	16-00	.....	20-00-24-00(b)	18
12-9	14-1	14-6	6-3	5-5	58-8	14-1	16-1	41-7	43-2	37-0	....	33-7	26-4	8-4	8-4	43-9	38-9	16-00	.....	.....	19
14-2	14-4	14-8	6-5	6-6	64-3	13-0	16-4	46-7	44-1	36-3	19-6	33-4	26-8	8-4	8-3	46-7	39-4	16-00	.....	22-00-26-00	20
14-0	14-1	14-6	6-4	5-8	54-0	13-3	17-7	48-2	47-1	34-3	21-2	35-1	27-6	8-3	8-1	43-8	38-4	16-00	.....	20-00-24-00	21
14-1	14-4	14-5	5-8	5-7	56-6	14-2	17-8	40-1	42-6	36-3	21-2	33-5	26-3	8-6	8-5	41-6	38-1	16-00	.....	21-50-25-50	22
14-6	14-8	15-0	6-6	6-5	54-2	15-0	18-3	38-8	42-3	....	....	34-4	26-6	8-2	8-2	45-8	38-5	16-50	.....	23-00-27-00(b)	23
14-2	14-3	14-4	6-6	6-3	69-3	14-4	16-9	45-9	46-8	37-3	19-3	35-2	26-2	8-7	8-5	41-9	38-1	16-80	.....	25-50-29-50	24
14-1	14-5	14-5	6-6	5-6	56-2	13-1	14-6	48-1	45-8	35-2	19-5	32-6	25-7	8-5	8-3	44-5	39-4	16-00	.....	22-00-26-00	25
13-9	14-0	14-6	6-3	5-7	47-2	13-4	15-6	43-3	43-2	35-9	....	32-7	25-7	8-6	8-5	43-1	38-5	16-00	.....	22-50-26-50	26
13-9	14-1	14-3	6-3	6-6	63-6	13-4	15-2	50-1	44-0	35-3	19-5	33-2	26-1	8-1	8-1	42-6	39-3	15-50	.....	26-00-30-00	27
13-4	13-9	14-5	6-6	6-4	59-6	14-5	15-9	42-9	45-0	37-5	20-6	35-1	26-6	8-1	7-9	43-5	38-8	16-00	.....	29-00-33-50	28
14-3	14-4	14-7	6-6	6-3	47-0	13-5	15-1	47-6	48-2	36-4	20-1	32-6	25-7	8-6	8-5	40-5	39-3	16-00	.....	26-00-30-50	29
14-1	14-4	14-8	6-3	6-0	58-3	14-3	16-3	45-7	44-0	36-4	20-1	32-7	25-5	8-6	8-4	43-8	39-2	16-50	.....	26-50-30-50	30
12-9	13-5	14-6	6-6	6-3	71-0	12-9	15-8	48-5	43-9	36-7	18-7	34-2	25-7	8-6	8-7	44-2	39-5	14-63	.....	25-00-29-00	31
14-4	14-3	14-9	6-3	6-6	52-6	14-2	16-3	48-0	49-3	38-7	20-2	36-1	28-3	9-0	8-9	49-7	39-5	17-25	.....	23-00-27-00	32
13-6	13-7	14-1	7-1	6-3	62-7	13-2	16-3	44-3	45-8	35-0	....	34-5	25-7	8-6	8-4	47-0	39-4	16-00	.....	24-00-28-00	33
14-1	14-5	14-8	6-9	6-8	61-5	13-3	17-0	47-1	45-5	37-7	20-0	35-7	27-5	8-3	8-1	43-5	39-0	16-75	.....	31-00-35-00	34
14-1	14-4	15-0	6-4	4-7	69-1	14-3	14-7	46-2	46-5	....	....	34-6	26-4	8-6	8-5	48-4	38-9	16-50	.....	16-00-20-00	35
13-4	13-8	14-4	6-1	6-4	65-6	13-5	16-3	42-0	45-5	36-8	20-9	33-9	26-6	8-5	8-5	43-3	39-0	16-75	.....	24-00-28-00	36

COAL AND RENTALS IN CANADA, JUNE, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar.	Corn syrup, per 2 lb. tin (c)	Sugar			Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.		Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
14-1	14-5	14-2	6-0	6-7	75-6	14-2	17-0	46-5	50-8	38-0	....	36-2	25-5	8-5	8-4	41-8	38-1	16-80	.....	23-00-27-00	37
13-3	13-9	14-2	6-8	6-4	62-5	14-0	17-3	46-3	47-0	34-5	18-3	33-2	27-0	8-5	8-2	43-7	39-2	15-75	.....	27-00-31-00	38
14-0	14-6	14-8	6-4	6-1	56-3	13-5	16-1	49-5	43-3	35-1	21-0	34-1	26-3	8-7	8-6	45-0	39-5	16-00	.....	21-00-25-00	39
14-4	14-6	14-9	6-9	4-6	62-2	13-6	15-8	47-5	44-9	37-5	....	33-5	26-5	8-8	8-7	44-9	39-4	16-50	.....	23-00-27-50	40
14-7	14-5	14-9	6-1	6-4	64-3	13-0	15-7	41-9	45-6	37-7	....	35-3	26-3	8-5	8-5	41-8	39-0	17-00	.....	23-00-27-00	41
14-4	14-0	14-8	6-0	5-6	61-4	13-7	15-2	44-2	44-8	35-8	19-5	33-3	26-5	8-8	8-6	44-7	38-7	16-00	.....	21-00-25-00	42
14-1	14-4	14-7	6-1	7-0	53-3	13-6	16-7	45-8	46-5	38-6	20-0	34-9	28-1	8-6	8-5	44-8	38-6	17-75	.....	28-00-32-00	43
15-0	14-7	14-9	6-3	6-8	65-7	13-7	16-0	47-8	55-4	39-7	19-7	35-2	28-0	8-8	8-8	39-3	38-8	19-50	.....	25-50-29-50	44
13-5	13-7	14-1	6-5	6-4	67-9	13-8	15-2	48-4	44-2	35-6	19-3	32-4	25-8	8-2	8-0	44-7	38-7	15-50	.....	32-50-36-50	45
13-6	13-3	14-4	9-0	6-5	63-0	13-8	14-3	45-7	44-1	36-0	18-6	32-7	26-5	8-3	8-3	41-6	39-0	15-50	.....	.....	46
14-1	14-9	14-6	6-2	5-3	63-9	13-5	15-4	43-6	42-0	34-8	....	33-1	26-2	8-2	8-0	40-9	38-5	16-00	.....	25-00-29-00	47
14-3	14-3	14-6	6-3	5-6	52-7	13-3	17-5	43-9	45-0	35-7	19-6	33-7	26-5	8-6	8-6	45-4	39-1	16-00	.....	22-00-26-00	48
15-5	15-0	15-7	7-1	6-1	42-7	14-3	16-7	43-6	43-9	....	22-7	37-6	25-6	9-2	9-0	43-5	38-1	.....	8-37	21-00-25-00	49
15-3	15-5	15-9	7-3	4-6	69-6	13-0	16-7	46-1	41-2	39-5	21-7	36-2	24-8	9-0	8-9	37-7	37-8	.....	12-95	26-00-30-00	50
16-9	15-1	15-7	6-7	6-6	....	13-9	17-7	43-5	42-6	....	23-3	36-3	27-2	9-3	9-3	42-8	39-2	.....	10-30	22-00-26-00	51
16-3	16-2	16-3	7-3	7-1	40-9	15-6	16-7	43-7	44-1	40-0	22-8	38-0	28-6	10-0	9-6	39-8	37-8	.....	10-50	19-50-23-50	52
16-7	15-5	15-9	6-7	6-7	74-1	13-3	17-7	42-2	42-0	40-0	22-0	36-7	28-0	9-3	9-6	42-0	38-0	.....	11-50	28-00-32-00	53
17-2	16-0	16-7	7-3	6-8	40-5	15-4	16-9	48-0	46-3	39-3	22-7	37-7	27-3	9-7	9-8	44-2	37-7	.....	10-10	22-00-26-00	54
15-1	14-6	15-3	7-3	7-4	60-5	13-8	17-5	46-4	47-2	37-1	21-2	34-1	26-5	9-0	9-3	41-6	37-7	.....	8-25	26-00-30-00	55
17-3	15-9	16-6	7-6	7-0	54-5	13-1	17-5	49-9	48-3	40-5	22-9	35-7	28-6	9-5	9-7	43-4	38-0	.....	.....	21-00-25-00	56
15-5	14-9	15-8	7-3	6-6	49-6	14-0	17-0	48-6	42-1	38-4	21-4	34-2	25-8	9-2	9-3	43-3	37-6	.....	5-40	24-50-28-50	57
15-4	13-9	14-5	7-0	5-6	48-5	12-3	15-0	44-4	48-8	....	20-7	32-3	26-2	9-3	9-5	45-0	37-5	.....	4-90	22-00-26-00	58
15-0	15-0	15-5	7-8	6-5	....	10-8	17-3	45-0	38-5	37-7	20-3	30-2	25-0	8-9	8-8	40-8	38-1	.....	.....	17-00-21-00	59
14-7	14-2	15-0	7-4	6-3	63-7	11-4	16-1	45-4	36-5	....	20-5	33-2	25-0	7-9	7-8	36-4	38-4	.....	13-00	20-50-24-50	60
16-3	15-9	16-5	8-3	7-1	67-1	12-6	17-5	50-8	45-6	37-8	21-6	32-0	26-4	8-8	8-6	44-3	39-0	.....	13-65	20-00-24-00	61
15-0	15-3	16-2	8-3	7-5	62-7	12-4	16-7	45-3	45-3	34-0	21-7	34-0	27-7	8-9	8-8	39-2	37-7	.....	10-75	23-00-27-00	62
14-8	14-8	14-7	7-3	7-0	75-0	10-5	16-2	45-5	38-9	36-2	19-9	30-6	24-3	8-0	8-0	39-2	37-8	.....	13-00	23-50-27-50	63
14-9	14-9	15-0	7-5	7-0	72-4	12-7	15-9	45-4	40-4	37-2	19-9	31-3	24-8	8-9	8-4	43-2	38-1	.....	13-25	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices was not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census aver-

ages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	May 1926	May 1929	May 1933	May 1940	May 1941	May 1942	May 1943	May 1944	Apr. 1945	May 1945
All commodities.....	64.0	127.4	155.9	97.3	100.2	93.4	66.7	82.2	88.8	95.2	99.3	102.5	103.4	103.0
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	102.6	84.0	61.0	72.9	76.6	83.9	90.4	94.9	96.0	97.0
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	97.8	108.4	58.6	73.6	85.8	99.8	106.5	106.3	106.9	107.2
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.1	91.8	68.9	83.8	88.2	91.9	91.9	91.7	91.7	91.7
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.2	94.1	59.5	87.1	95.5	101.8	107.6	118.0	120.5	117.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	100.4	94.4	84.5	102.4	112.7	115.3	115.7	117.0	117.2	115.3
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	97.6	99.2	64.7	76.5	78.1	77.8	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	98.5	92.3	83.2	88.9	96.0	99.1	100.5	102.4	103.1	102.6
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.7	95.5	81.2	85.5	100.0	102.4	100.4	99.9	100.0	98.6
Classified according to purpose—														
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	100.4	93.0	70.8	82.3	88.9	94.9	97.0	97.4	97.6	98.0
Food, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	99.6	96.5	64.3	77.9	85.7	96.6	102.5	101.3	102.0	103.0
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	100.9	90.7	75.1	85.2	91.0	93.8	93.3	94.8	94.6	94.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	100.3	93.1	63.2	78.7	83.5	88.2	93.8	100.0	101.0	100.5
Producers' Equipment.....	55.1	81.9	108.6	104.1	97.2	94.9	84.9	100.3	106.5	110.1	114.2	118.7	121.1	121.1
Producers' Materials.....	69.1	139.0	171.0	98.2	101.6	92.9	60.8	76.3	80.9	85.8	91.5	97.9	98.8	98.2
Building and Construction Materials.....	67.9	100.7	144.0	108.7	99.7	99.1	75.6	94.3	107.8	115.0	119.1	127.2	128.0	122.3
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.8	91.5	58.3	73.3	76.3	80.9	86.8	92.9	93.9	94.1
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	101.7	83.8	60.9	70.6	75.6	80.9	86.1	90.7	91.0	91.7
B. Animal.....	79.1	129.0	146.0	95.9	96.5	104.5	60.1	79.1	86.9	97.1	101.5	100.5	101.0	101.1
Farm (Canadian).....	64.1	132.6	160.6	88.0	100.3	93.0	51.2	68.0	69.6	80.2	92.8	101.9	105.3	104.6
II. Marine.....	65.9	111.6	114.1	91.7	100.2	103.6	58.7	78.3	82.2	111.1	126.1	129.4	132.0	131.1
III. Forest.....	60.1	89.7	151.3	106.8	100.2	94.0	59.7	86.8	95.1	101.3	107.1	117.2	119.7	116.8
IV. Mineral.....	67.9	115.2	134.6	106.4	98.9	92.6	79.4	89.7	96.2	98.2	99.3	100.5	100.8	100.1
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	99.7	93.0	56.0	75.2	80.8	89.6	98.0	104.2	104.7	105.0
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	99.8	91.1	70.4	80.5	87.2	91.4	92.8	93.5	94.2	93.8

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1935-1939	889	1935-1939	200		78		188	1938 = 1000			180	
Base Period:	1926		1926		1930	July 1914	July 1914		1910 = 1000	1938 = 1000	1936-1939 = 1000		1926-1930 = 1000	1926-1930 = 1000
1913	64.0	(a)	69.8	(b)		(g)	(g)	(g)	1125		(d)			(b)
1914	65.5		71.8	70.7		100	100	100	1090	814			748	628
1915	70.4		79.7	71.8		123	123	123	1204	855			805	676
1916	84.3		85.5	72.5		146	146	146	1379	908			882	724
1917	114.3		117.5	91.6		176	176	176	1583	996			1024	786
1918	131.8		131.3	107.5		203	203	203	1723	1064			1225	850
1919	127.4		138.6	123.8		215	215	215	1854	1177			1282	912
1920	134.0		143.0	145.4		249	249	249	2224	1458			1536	1019
1921	155.9		159.4	143.0		236	236	236	2512	1577			1428	1034
1922	110.0		129.9	127.7		183	183	183	200	1805			1194	953
1923	97.3		96.7	119.7		172	172	172	1845	1101			1053	1010
1924	100.0		100.0	126.4		166	166	166	1358	1069			994	1006
1925	96.4		95.7	122.6		164	164	164	1305	1066			988	1004
1926	95.6		121.7	122.5		157	157	157	1155	1041			963	981
1927	86.6		86.4	119.4		140	140	140	1047	932			904	795
1928	87.1		94.4	92.4		100	100	100	1174	1000			1036	951
1929	78.6		101.4	100.8		156	156	156	1246	999			1029	990
1930	75.4		101.5	100.2		158	158	158	1273	1034			1195	1035
1931	82.9		105.6	105.6		184	184	184	1398	1082			1311	1109
1932	90.0		111.7	105.2		199	199	199	1569	1173			1416	1109
1933	95.7		117.0	116.5		159.4	159.4	159.4	1706	1244			1513	(e) 1002
1934	103.1		123.6	102.8		162.8	162.8	162.8	1766	1288			1558	(e) 1003
1935	102.5		118.9	125.5		166.2	166.2	166.2	1773	1292			1565	(e) 1001
1936	102.5		119.2	125.1		166.1	166.1	166.1	1757	1296			1566	
1937	102.5		119.0	125.4		167.1	167.1	167.1	1737	1285			1566	
1938	102.5		119.0	126.1		167.1	167.1	167.1	1737	1285			1566	
1939	102.3		118.9	126.4		167.5	167.5	167.5	1737	1285			1566	
1940	102.3		118.8	126.5		167.1	167.1	167.1	1737	1281			1559	(e) 1003
1941	102.4		118.6	126.6		166.7	166.7	166.7	1770	1301			1559	
1942	102.4		118.9	126.6		166.9	166.9	166.9	1770	1308			1574	(e) 1004
1943	102.4		118.5	127.0		167.2	167.2	167.2	1768	1311			1577	(e) 1004
1944	102.5		118.5	127.1		167.2	167.2	167.2	1775	1315			1580	
1945	102.8		118.6	126.9		167.2	167.2	167.2	1769	1314			1577	(e) 1006
1946	102.9		118.6	126.8		167.2	167.2	167.2					1577	
1947	103.0		118.7	126.8		167.8	167.8	167.8					1577	
1948	103.4		118.7	127.1		167.7	167.7	167.7					1577	
1949	103.0		119.0	128.0		167.7	167.7	167.7					1577	
1950	119.6		119.6	128.0		204	204	204					1418	

(31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent); \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title *Activities of the Wartime Prices and Trade Board*.

Wholesale Prices, May, 1945

A drop of 0.4 points to 103.0 (1926 = 100) occurred in the composite index of wholesale prices in May. In part, it reflected the effect of Order in Council P.C. 3408, which rescinded the 8 per cent sales tax and the 10 per cent

war exchange tax on a specified list of building materials, effective May 14, 1945. The wood, wood products and paper group fell 2.9 points to 117.6; iron and its products 1.9 points to 115.3; non-metallic minerals 0.5 to 102.6 and chemicals and allied products 1.4 points to 98.6. Two groups were higher. Vegetable products advanced 1.0 to 97.0 following increases in potatoes, onions, rye, oranges and lemons which outweighed weakness in hay and oats, while firmer quotations for livestock, fowl and furs overbalanced declines in butter, eggs and dry shore codfish to move the animal products group up 0.3 points to 107.2. Fibres, textiles and textile products at 91.7 and non-ferrous metals at 79.7 were unchanged.

Canadian farm product prices also moved lower in May, the composite index declining 0.7 to 104.6. The animal products sectional index dropped 3.1 points to 121.1, due principally to a seasonal reduction in the fluid milk subsidy from 55 cents to 35 cents per cwt. effective May 1, 1945. Among other changes, livestock and fowl prices were higher while eggs were lower. In the field products group strength in potatoes, onions and rye more than offset a decline in hay quotations to advance this index 0.8 points to 94.8.

The contrasting behaviour of farm product index numbers and those for vegetable and animal products in the component material classification reflects the different treatment of subsidies in the two series. Producer subsidies are included in the farm product price series which is designed to follow farm prices at the wholesale level. The component classification index measures changes in market prices.

Employer-Employee Relations Conference

Summary of Proceedings at Convention of Canadian Manufacturers' Association

FEATUREING the discussions at the Convention of the Canadian Manufacturers' Association in Toronto, June 5-7, was the Conference on Employer-Employee Relations.

The subjects covered a wide field in industrial relations—collective bargaining, hours of work, vacations with pay, minimum wages, control of wages, labour-management co-operation.

In opening the conference, W. C. Coulter, chairman of the Industrial Relations Committee, briefly emphasized the planning necessary in problems relating to employment on the return to normalcy.

P.C. 1003

Dealing with collective bargaining, E. R. Complin, member of the National Labour Relations Board, and manager of the Industrial Relations Department of Canadian Industries Limited, referred to P.C. 1003 as follows:

There is emerging from the activity of these Boards a principle of collective bargaining. The vehicle, which is P.C. 1003, is not by any means perfect. It contains ambiguities and obscurities even to the Boards. We all know of changes which should be made in it in the interests of clarity and, probably, in the interests of better industrial relations. We can see eye to eye with the labour organizations on some of the amendments which they have suggested. I know that several times, while sitting on the Board, we have wanted to make a decision which was in the interests of industrial relations, but we have been unable to do so because the regulations confined our authority to only a certain type of decision, or in some cases, have actually prohibited us from digressing from the clearly indicated duty.

The National Board, and I think this is true of all the Boards, has attempted consistency as it moved from case to case. The National Board has not always seen eye to eye with the provincial boards, but I do not think this is important, and it is not entirely avoidable under the circumstances . . .

Union Security

On the matter of union security, the speaker stated:

In the United States there has been regulatory interference in the matter of union security, but that has come about as a trade with labour for the no-strike pledge during wartime. It seems to me we will have sunk to a parlous state if, having gone through the war without having to have union security by edict, we should have to get into that situation now. I hope not most sincerely because I think you will agree that sound employee relations are going to depend upon the acceptance of mutually

agreed results of collective bargaining, and not on the decisions of boards, particularly in the field of union security.

I think it might be said that the introduction of union security by regulation or edict is definitely not in the public interest. Certainly not, unless proper and adequate safeguards are also introduced. I think we should deplore the lack of understanding on the part of the public and, indeed, on the part of our representatives in Parliament, of the issues with respect to union security. I think they are being confused by the terms, union shop, closed shop, maintenance of membership and so on. They are too ready to accept the plausible submissions of the exponents of those things . . .

Right of Employers

During the course of his observations Mr. Complin touched "on the right of employers to speak to their employees on unionism and union affiliation." Pointing out that the Ontario Labour Relations Board, and, on appeal, the National Board "had confirmed the right of the employer to talk to his employees about those things—naturally, of course, within reason"—the speaker developed this topic further as follows:

The wise firms today are prompt to issue factual statements for public and employee consumption any time there is a misleading or provocative statement emanating with intent from local union sources. It is being learned that this prompt refutation is, to some extent, discouraging such local sources from continuing that sort of campaign.

There are other firms which go even further than that—they say it is not good enough to attempt to refute after the fact, but that what is needed is a method of continuously placing the facts of the business, of the work, and the job before the employees and before their supervisors. That reference to supervisors was intentional and it could take us into a very interesting topic, the unionization of foremen or, if you want to put it another way, the unionization of the lower level of management—as though management could organize against itself.

Unionization of Foremen

Stemming from the above paragraph, relative to unionization of foremen, Mr. Complin observed:

If that idea persists, it will, of course, force management to alter the traditional patterns of authority and responsibility. The remedy lies, fortunately, with management, and that remedy appears to be an examination of those practices and conditions which differentiate the foremen from other persons who are deemed to be part of the management structure. So, when we

shall speak of the foreman of the "keyman" or as "management's representative," we shall be doing a great deal more than giving lip service to a principle of management. Those of us who have constant access to industrial relation thinking in the United States are fully aware of the intense study that is going on with respect to this very thing, and the results which are being obtained in strengthening the foreman's position as a part of management.

Review of Operations of Ontario Labour Relations Board

Discussing the work of the Ontario Labour Relations Board, Mr. J. Finkelman, chairman of the Board, said that from the commencement of its work on April 17, 1944 to June 1, 1945 about 150 sessions had been held. About 550 petitions and applications had been filed during that period, of which over 500 had been heard. He said that although the volume of cases had not begun to decrease he anticipated no difficulty in coping with the case load.

"During the year that we have been in office, the basic principles of interpretation and administration have been laid down and, while novel points continue to arise, we are now fairly well equipped to deal with them with reasonable dispatch."

He declared that the Board's policy in regard to certification of bargaining representatives had been to act according to the belief that relations between employers and employees would be most productive of beneficial results if the parties arrived at a way of living together through their own efforts.

"In pursuing this policy," he continued, "we have taken the position that we should not certify bargaining representatives in those cases in which there is a collective agreement between the parties, because we can add nothing of substance to what the parties have already done for themselves. In addition, we encourage employers in every way possible to enter into collective relations with our intervention . . .

It is our considered opinion—and the matter has been given a good deal of thought—that an employer who has entered into a collective agreement is entitled to receive, and will receive, the same degree of protection whether the bargaining representatives have been certified or not, provided the employer has acted in good faith.

In measuring the success of the Board he felt that consideration should be given not only to the 500 cases heard, "but more particularly by the many cases 'settled out of court' whose solution we have in part facilitated by our very existence."

Looking to the future he said that with the end of the war in Europe the willingness of some employers and employees to accept war-time regulations as a necessary evil was waning. "In fact there is a hardening of attitudes on both sides." He asserted that in Ontario

labour relations legislation was "not a war-time measure; it is here to stay." He felt that the vast majority of employers had accepted the legislation in good faith, but added:

To those employers who have not yet made up their minds to accept collective bargaining wholeheartedly, I would suggest that they stop brooding upon their grievances and their troubles and their lost prerogatives and their diminishing immunities. I would say to them, learn to accept the heavy burdens of leadership in a democracy, lest you forfeit your claim to leadership.

Replying to a question from a member as to management's rights in speaking to its employees with regard to unionization, Mr. Finkelman said, "We believe the employer has the same right to express his views as the union has to express its views. Just how far an employer can go will depend on the circumstances of a particular case. Let us suppose that an employer makes a speech just before an election. The words, themselves, may be innocuous, but the circumstances under which those statements were made may change the import of the words. If an employer wants to make a speech to his employees, then I believe he should make it not just on the eve of a vote, but when the unionization begins to show itself." He said that if employers used common sense and discretion as to the words used, the occasion and the circumstances, they would find themselves in no difficulty with the Board. On the other hand use of illegal tactics would cause an employer to find himself in trouble.

In the discussion, following the introductory addresses of Messrs. Complin and Finkelman several matters were prominent. Mr. E. E. Sparrow emphasized the importance of negotiation of the joint union agreement.

Others participating in this discussion were: Messrs. N. P. Peterson and W. C. Kuebler.

Mr. W. A. Osbourne, General Manager, Babcock-Wilcox and Goldie McCulloch, Limited, dealt particularly with the "employers right of free speech" with his employees. Referring to his remarks on the subject at last year's convention (L.G. p. 929-30), he said:

I did so because I had experience in discussing the matter with other employers and saw that in a number of cases they could not make up their minds as to whether they had a right to say anything to their employees on the subject of union organization. They saw experienced labour organizers come into their plants to discuss union organization with their employees frankly and openly, and, in some instance, not so frankly and not so openly, and they felt themselves uncertain and doubtful as to their own right of free speech on the subject . . .

I was very glad to hear Mr. Finkelman say that, in Ontario, the right of free speech for employers under the Labour Code has been established. There is no more important fundamental right than that. It has also been established in the United States on the basis of several cases which have come before the National War Labour Board and employers have now the right to express themselves on questions of unionization within their plant.

Mr. Osbourne also discussed such topics as "employers' associations", majority of employees and "union security."

Vacations with Pay and 48-Hour Week in Ontario

The Ontario Hours of Work and Vacations with Pay Act (L.G., 1944, pp. 906, 1180) was reviewed from an administrative point of view by E. Billington, chairman of the provincial Industry and Labour Board.

Mr. Billington said that the purpose of the Act, in the instance of the 48-hour week, was first to ensure maximum efficiency by eliminating the fatigue and accident proneness that go with excessively long hours; and second to spread available employment by preventing one man from undertaking the working hours of two.

He said that statistics obtained in the fiscal year 1943-44 showed that of 1,314 industries and business establishments surveyed, employing male and female persons, 743 were working a standard week of from 44 to 48 hours but 571 were working a standard week of anywhere between 49 to 60 hours. These figures, he said, indicated that a certain levelling of working hours was possible.

"No one will argue," he added, "that health and working hours do not form an important connection in our daily lives; employment for the masses is equally the responsibility of the government and industry to see that each and every Canadian is entitled to whatever just rights this country of ours can provide as a democratic nation."

Referring to vacations with pay Mr. Billington said that the survey of 1,314 firms showed 754 firms already giving their employees at least one week's vacation with pay. He pointed to the benefits to health and morale of workers that result from holidays.

A special plan had been adopted for the construction industry where employment is intermittent and a worker may have several employers during a year. In order to make sure that workers in this industry derive proper benefit from the legislation, each employee now obtains a vacation pay stamp book, and his employer is required at each pay period to affix vacation credit stamps equivalent to 2 per cent of the employee's total earnings. The

worker is entitled to cash his stamps following June 30 of each year.

"Under this system," Mr. Billington said, "the employee will build up a vacation pay credit in proportion to his earnings and irrespective of the number of different construction employers for whom he may work during each year.

"Careful consideration is being given to the inclusion of other industries to this system of providing vacation pay credits, in view of the successful results which so far have been obtained in its application to the construction industry."

Explaining the postponement in the application of the Act in the matter of working hours of employees, Mr. Billington said that when the Industry and Labour Board was appointed in 1944 the labour situation and demands of war were found to be much more serious than at the time the Act was assented to in April, 1944. A representative of the Department of Munitions and Supply, Ottawa, requested that the application of this part of the Act be postponed, in view of the necessity for all-out production of war supplies.

"This acute war demand entailed a further absorption of labour from other essential industry, who in turn were further handicapped; consequently after consultation with the Minister of Labour, the Industry and Labour Board provided this postponement for the period of the crisis."

Continuing, Mr. Billington said:

Commencing early this year, the Industry and Labour Board, acting in accordance with Section 14 of the Act and at the same time giving due consideration to existing essential production requirement, provided an amendment to all original postponements in so far as working hours were concerned, and acting in accordance with Sub-section 1 of Section 2 of the Act, required that the regular working hours of an employee in any business, industry, or occupation, should not exceed 48 in the week. However, those employers who were still engaged on war contracts or were under a directive of the Wartime Prices and Trade Board, or under United Nations Rehabilitation Relief Administration Contracts, or those engaged in construction, transportation, or in the production of essential materials and supplies, are permitted such overtime hours of work as may be necessary in excess of a regular work week of 48 hours or less in order to maintain necessary production.

Employers whose production cannot be considered to come within these categories may, under written Permit from the Industry and Labour Board, undertake overtime in an amount not in excess of 120 hours during the calendar year as provided under Section 4 of the Regulations pursuant to the Act.

Mr. Billington emphasized that the Order "does not in any way restrict essential war production since it provides for overtime work

in sufficient quantity to meet the requirements of those industries still engaged in producing war supplies. Further to this in order that no misunderstanding may exist, the Industry and Labour Board does not administer matters pertaining to changes in wages or premium rates for overtime hours of work. This is subject to management and employee agreement, together with the approval of the Regional War Labour Board for Ontario.

"No provision has or will be made for a postponement providing for extended overtime working hours beyond those allowed under the Regulations pursuant to the Act for a period continuing for the duration of the war, inasmuch it is contended that before the complete defeat of Japan, war production requirement in many industries will be greatly reduced, providing a corresponding amount of additional labour which will be available for peace time activities, and which will not require increased working hours."

Mr. J. F. Marsh, Vice-Chairman of the Ontario Regional War Labour Board, said that there appeared to be no inclination on the part of employers or employees to bring to an end the applications for wage adjustments.

During March and April, 1945, 1,750 cases had been heard, as compared with 1,483 during the same two months in 1944. Employers were submitting 50 per cent of the applications for wage increases.

Rehabilitation of War Veterans

As a convenient means of describing the arrangements for the rehabilitation of veterans, Mr. S. N. F. Chant, Director-General of Rehabilitation, discussed the problem under three phases: (1) the pre-discharge phase; (2) the post-discharge phase; and (3) the community phase.

He pointed out that the men and women in the services are seriously concerned about their future and that pre-discharge counselling helps them to clarify their thinking and correct their misconceptions. By assisting them in the appraisal of their service training and experience as related to civilian vocations, the pre-discharge counsellors aid in forming tentative plans for the immediate post-discharge period. A further step is taken by directing such men and women toward educational courses to be taken in their free time. In this way they are in some measure prepared for the changeover to civilian life.

The post-discharge phase covers the period of transition from service to civilian life. Mr. Chant said: "Here the Government of Canada has provided a wide program covering vocational and educational training, assistance while awaiting returns from business, or farm,

or while unemployed or incapacitated; assistance to acquire a business, a farm, or a home, etc." Responsibility for this period of rehabilitation is shared by two Government Departments, namely, Veterans Affairs and Labour. Mr. Chant stated that the Department of Veterans Affairs had set up a number of Rehabilitation centres in the key cities of Canada. At these centres, trained counsellors are available to provide vocational guidance and advice on all matters relating to rehabilitation. Here, too, rehabilitation grants and benefits are arranged. For districts more remote from the key cities a like service is performed at the Employment Office of the Department of Labour.

For the third phase of rehabilitation, Citizens' Rehabilitation Committees, which are entirely free of Government control, have been organized across Canada. Their responsibility begins where the Government leaves off. They welcome returning veterans, encourage the giving of preference in employment to veterans and assist them to find living accommodation, etc.

Current reports, Mr. Chant stated, indicate that rehabilitated veterans are doing uniformly well as employees in industry and as students at the universities. Anticipated difficulties are dissolving and veterans "are showing themselves to be the same resourceful, keen and disciplined Canadians in civies as they were in uniform."

Address of Brigadier Mess

In a brief address on the rehabilitation of ex-service personnel, Brigadier James Mess, formerly Deputy Adjutant-General, Department of National Defence, proposed that persons discharged from the armed services be encouraged to return to their pre-war occupations as far as possible. With respect to those who did not have jobs before the war, he suggested that employers should consider such persons as opportunities with experience that could be capitalized, rather than as responsibilities to be shouldered. He pointed out that such persons had acquired certain new skills while in the armed forces, which may seem intangible at times. If, however, such persons and their problems are handled with sympathetic understanding they should be potential assets. Brigadier Mess asserted that "the returned soldier wants security—a job with a living wage." He should be treated as "an intelligent individual" and be given a full understanding of the problems confronting him when he returns to civil life, not promises which it will not be possible to keep. It was in such an atmosphere that what the speaker called "a charter of Rehabilitation" should be drafted, he concluded.

Labour-Management Co-operation

In his address on "Labour-Management Co-operation," Mr. H. Ross Rutherford, Executive Secretary of the Industrial Production Co-operation Board, outlined the "essential characteristics" of a Labour-Management Production Committee. Such a committee is "composed of representatives of management and labour to increase production and improve efficiency and generally to promote mutual confidence and trust between both groups." Continuing, he said: "It is a joint enterprise, a two-way channel of communication for the exchange of ideas and information on production problems. It is an agency making possible effective plant action on production, conservation, recreation, welfare, morale, safety, absenteeism, and many other important problems." He pointed out that such committees are not cure-alls for labour problems. Some of them fail to achieve their purpose and it was well to appraise the failures as well as the successes. He asserted that "where management and labour leadership have not been animated by sincerity in their joint endeavour or where honest, sustained effort by management and labour leadership is not forthcoming, committees have failed." Selfishness or suspicion of motives on the part of either management or labour must be replaced by mutual confidence and a genuine co-operative spirit if the desired objectives are to be attained.

Refuting the argument expressed by some management groups that labour might attempt to assume some of the authority of management, Mr. Rutherford quoted the results of a survey conducted by *Factory Magazine* of 181

United States plants, employing over 400,000 workers. Of these companies, 93 per cent "found no evidence that labour was attempting to usurp the prerogatives of management." He drew attention also to a similar survey conducted by Professor Dymond of the University of Toronto, in 28 Canadian plants. In this case, 92 per cent admitted that labour did not attempt to encroach on the functions of management and the remaining eight per cent did not know whether or not labour used the committees for its own ends.

Before proposing to set up a committee, Mr. Rutherford pointed out that "management must be thoroughly sold on it and be prepared to give it the necessary attention and guidance." The functions are scope of the committees "must be clearly defined and understood by all—particularly the foremen. Without the co-operation of the supervisory force no committee can achieve its maximum usefulness. Nothing is so uncertain to deaden interest as delay and indecision," he asserted. In cases where the committee recommendations or individual employee suggestions cannot be implemented, "prompt explanation of the reasons should be given." In plants with collective bargaining agreements, one or more members of the bargaining agency should be on the committee, in order that questions of wages, hours, working conditions, etc., may be attended to promptly. Further, it is essential that "workers should be kept fully informed of the committee's activities. But most important of all, both management and labour must come to committee meetings in a spirit of good will for the purpose of working together toward the solution of their mutual problems."

Employment of Ex-Service Personnel

One of the sessions of the June Conference of the Canadian Manufacturers Association was devoted to the subject of the employment of men released from the armed services. Leader-off on this topic, Mr. T. R. Walsh, Chief Enforcement Officer of National Selective Service, gave an outline of the legislation on the subject. Mr. Walsh prepared his remarks by a brief review of a related subject—the new industrial selection and release plan—which has to do with the release from the Armed Forces ahead of their turn of certain men who can render particularly valuable services in connection with reconversion.

The pertinent paragraphs of Mr. Walsh's outline of this plan are as follows:

The policy of the government in respect of the demobilization of personnel in the Armed Services is that the release is to be, in so far as possible, on the basis of first in first out, with due regard to the nature of the services, that is,

it is not a pure question of time, but it is also a question of the nature of the services of the man in the Forces. In order to aid in the rapid conversion of industry to peacetime production, it is recognized there are certain key men in the services who could speed reconversion and who could aid in creating work for their fellow members in the Forces.

In order to facilitate the orderly process in the release or discharge of these men from the Forces a new Board has been set up in Ottawa known as the Industrial Selection and Release Board. Correspondingly, in each of the districts corresponding to the military district, an industrial selection and release committee has been established. The Ottawa Board includes a representative of the Department of Labour, as chairman, a representative of the Department of Reconstruction and Munitions and Supply, each of the three departments of National Defence, a representative of the employer and the Selective Service Branch of the Department. The constitution of the committees at each of the different points at which they are to be established is roughly parallel. The committee

chairman is a representative of the Department of Labour and there is also a representative of the Department of National Defence, a representative of Reconstruction and Munitions and Supply and a representative of the Employment Service along with the Registrar of the Mobilization Board.

All applications for release of men in the services in advance of their priority will be channelled through these eleven committees. The committee, through its investigators, will get the facts of the case and will report to the Board at Ottawa. If the Board at Ottawa approves of the recommendation, then it will go to the proper branch of the Armed Services.

I might mention, briefly, some of the principal factors which will be taken into account in dealing with these applications. The committees will consider the labour priority of the establishment, the essentiality of its product in relation to the war and civilian requirements. They will also consider the essentiality of the individual's service to the business or plant, with due regard to the skill and length of service to the company. The local labour demand and supply will also be taken into account, although the factor which will be of prime importance will be what the services of this particular man can contribute to the creation of employment for those who have yet to be demobilized, the development of high employment and the increased production or manufacture of those products which are basic or essential to the immediate demands and generally to facilitate reconversion of the plant and further expansion.

These committees are being set up at Vancouver, Edmonton, Regina, Winnipeg, Kingston, London, Toronto, Montreal, Quebec, Halifax, Saint John.

Applications will be made on a standard form N.S.S. (M) 133. These applications will be forwarded to the proper committee for investigation and for submission to the Board at Ottawa if approved.

Dealing specifically with the Reinstatement in Civil Employment Act and Regulations, Mr. Walsh stated:

I shall not go into the historical background of the Act other than to say it was preceded by an order made under authority of the War Measures Act in 1941. The principles contained in that order were carried forward into the Reinstatement in Civil Employment Act, 1942. The Act is a very brief one containing only some eleven sections. We often hear criticisms on that score. It is suggested there are some possible contingencies not covered by the Act. Of course, there are some not covered. The draughtsman who could, in advance, provide the answer to each and every problem of reinstatement which may arise has, so far as I am aware, not been born yet. In fact, I frequently wonder whether the Act containing only eleven sections is not too long. Would it not be sufficient to state the objective? In any event, that is now idle speculation, as we are moving in the opposite direction.

In the reinstatement regulations made and published in January of this year, we have tried to clarify, to some extent, some of the provisions of the Act which, apparently, were not too clear. It is quite possible that, as experience grows, further regulations will follow.

Turning for a few moments to a quick review of the Act, perhaps the first question is—to

whom does the Act apply? Broadly, it applies to those men and women who served in the Armed Forces, including those who served in the Corps of Firefighters and the Merchant Marine. As a general rule the person claiming reinstatement must be able to show that he was employed by the employer for at least three months before joining the Forces. It also applies regardless of the manner in which the person joined the Force; that is, it applies equally to those who were called and those who volunteered. It also applies regardless of the kind of discharge, that is whether the discharge is honourable or otherwise.

Section 3 of the Act sets out the duty of the employer and the correlated rights of the employee. This one section of the Act contains the very pith and substance of the legislation. I shall not attempt, at this stage, to paraphrase that section. It is of sufficient importance that I read it in full:

It shall be the duty of any employer by whom a person accepted for service in His Majesty's Forces was employed when accepted for such service, to reinstate him in employment at the termination of his service in such occupation and position as would be consistent with the true intent and purposes of this Act and under conditions not less favourable to him than those which would have been applicable to him had he remained in the employment of that employer: Provided that the right to reinstatement shall be subject to established rules of seniority in the employer's establishment, with retention of seniority rights during the employee's period of service with His Majesty's Forces, or, in an absence of such rules to preference according to dates of first employment in the employer's service with due consideration to continuity of employment in that service: and provided further that for determining the employee's rights to pension or other benefits, service in His Majesty's Forces shall be deemed to have been service with the employer.

That one section, as you quite well realize, contains a multitude of problems both for us and for you.

After indicating its coverage and the obligation on the employer, the Act proceeds to provide certain defences which may be open to employers in certain cases. Briefly, the first of these is that the claimant did not apply for reinstatement within three months after discharge in Canada or within four months after discharge Overseas. The second is that, having been offered reinstatement, the claimant failed, without reasonable excuse, to present himself for employment. I should mention that there is no obligation on the discharged man to claim reinstatement immediately upon discharge. He is entitled to use that three months' period as he wishes. If he feels a little unsettled and he wants a little time to become familiar with civilian life, he is quite entitled to use that three months' period before returning to employment, provided always he does claim reinstatement before the end of that time.

A third possible defence open to the employer is that, by reason of a change of circumstances, it is not reasonably practicable to reinstate the claimant. I have stated that very briefly. The section is somewhat longer and a little later I might mention one or two practical illustrations of that particular defence.

The fourth is that the claimant is physically or mentally incapable of performing any work available in the employer's service. Now, it is not sufficient for the employer to say, this man is not capable of doing his old job. He has to go a little further and look around his establishment to determine whether there is not some other work which this discharged man is able to do notwithstanding his disability.

A fifth possible defence is that the claimant was a replacement for another man who had joined the service and who had been reinstated in employment. This particular defence can present some interesting problems. As the war has extended in length there are cases—I think they are not unusual—where there have been a series of three or four or half a dozen men who have passed through the same job. There was one man in the job back in the fall of 1939; he enlisted and was replaced by "B". In 1940, "B" enlisted and was replaced by "C" and so on down the line. We are frequently asked if all these men have a valid claim for reinstatement and the answer is No. Only one person is entitled to reinstatement in that job. If, unfortunately, "A" does not return, then "B" steps in and "B" has a valid claim for reinstatement. It might even work out that "A" is delayed in returning to the employer and "B" returns. "B", temporarily, has a claim to reinstatement, even though he will be replaced when "A" returns at a later date.

That is a very brief statement of the contents of the Act, but perhaps sufficient for present purposes. Section 3 of the Act, which I read a few moments ago, speaks of the "true intent and purpose of this Act." The intent is not stated in so many words, but it is, I believe, apparent on reading the Act as a whole and, perhaps, even from the fact Parliament has passed such legislation. No doubt there are many ways of putting into words "the true intent and purpose." I wonder if it could be described adequately as an assurance to our young people who left their employment to join the Forces that, in so far as is possible, on their return to civilian life they will find that they have not been prejudiced in their civilian careers by reason of the time spent in His Majesty's Forces.

Can we accomplish that purpose simply by a literal adherence to the provisions of the Act or is there not something more required?—something which cannot be stated in the exact words of an Act of Parliament or Regulation. Can we make good the promises to those serving in the Forces, without a proper approach to the problem of reinstatement or without a serious attempt to find the solution to the problem in the real spirit of reinstatement? On several occasions I have heard what was intended to be a criticism of the Act, something along these lines: "The Act is only a statement of intentions; it does not have the necessary teeth." Well, first of all, there are some teeth, but even if that were not so, would it be so wrong for the nation as a whole to say to its employers, "We expect you to treat your former employees on their discharge from the Forces, as if the time spent in the Forces had been spent with you." With or without the teeth, that can be accomplished, but only if approached in the proper spirit. If we, in the administration, were to depend solely or principally on the enforcement provisions of the Act, then I believe the overall results could be summed up in one word—failure.

In at least one group of cases enforced reinstatement is really quite valueless and that is true frequently of the managerial or executive positions. The same is not equally true of the lower-wage groups.

As just one illustration I would cite the case, and it is not an unusual case, of the young man or boy who left his employment as an office boy or messenger, and returned as a squadron leader, perhaps with decorations. It is hardly sufficient, in that type of case to read the Act literally and say, "Yes, he is entitled to his old job." I shall not say that we have a formula which will provide the answer to each and every case of that type. I do not think the answer can be found in a formula. I do not think it can be found in regulations. It depends on the nature of the employer's operations, the type of work and depends, more particularly, on the employer's approach to that problem.

Many employers have worked out and are working out their plans in connection with reinstatement; each has his own approach and most of them, I think, are quite sound. For example, some are already surveying their entire establishment, all of their branches, and they are looking at the files and saying, "Well now, this boy left us and here is what he was doing; he was eighteen or nineteen and he is now four or five years older. He is married and has children, responsibilities. Where, in our organization, could we fit this boy in?" They are assessing the whole setup in advance to find a spot where this man could be fitted in the light of changed circumstances; that is something which I do not think could be spelled out in regulations. The solution can be found, in most cases, if a real attempt is made to find the solution in the spirit of reinstatement.

It is quite true there will be many quite content to return to the old job, but certainly that is not true of all. There is another group wishing to return to the old establishment or the old firm, but they do expect a better-paid job. Perhaps this might be the largest group and the one causing the greatest difficulty. There is a further group and I hope this one will not be too large. I referred earlier to one of the defences open to the employer and that is, that by reason of changed circumstances it is not reasonably practicable to reinstate the applicant.

Here is one illustration of a situation where that might exist. Back in summer of 1939 the employer's peacetime establishment numbered about 500. Later in 1939 and 1940 he obtained a war contract which required plant and personnel expansion. The personnel jumped from 500 to 750 or 1,000. There are such cases. During that expansion new men were engaged, many of whom during this time of expansion left to join the Armed Forces. However, before some of these men return, say in the fall of 1945, the war contract has been finished and the plant has had to revert to its normal size of 500. Then, the question is, are all of those men who joined the company during the wartime expansion and who then joined the Forces, are they all entitled to reinstatement on discharge? The answer is, that the employer has a valid defence, that of changed circumstances within the meaning of the Act. We confidently hope that, in most cases, the employer will try to fit in as many of these men who joined him during that wartime expansion, and that he will attempt to find a spot for them even in the contracted firm.

Some employers, perhaps not the majority, but some are in the fortunate position of being able to guarantee every man who was with them before the outbreak of war and every man who joined them during the war that his position will be there and, in addition, they will be in the position to engage more discharged men.

Now, all are not in that same position, but a spot could be found for many of those men who joined the establishment during wartime expansion. It is not possible, without taking more time than is available, to deal with all the various problems in connection with reinstatement. For example, a question arises with regard to the various problems relating to collective labour agreements, seniority, vacations with pay, rates of remuneration, promotion and many others. I will attempt, however, to deal with just a few of these, particularly with those which seem to have created the most enquiries.

The one, I think, which causes more enquiries to come to us than any other is the question of a man's entitlement or right to vacation with pay after reinstatement. We had thought the Act fairly clear on that point, but apparently it was not. In order to remove any possibility of doubt, we included in the reinstatement regulations last January detailed provisions regarding the right to vacation with pay. Very briefly, it amounts to this, that the time spent in the Forces does count for determining a man's entitlement to vacations with pay.

For example, if the practice is that a man is entitled to one week's vacation after a year's service with the employer. Then, supposing a boy has been with the Armed Forces two years before returning to the employer in the spring of 1945. He is entitled to say, "My last year's service in the Forces is equivalent to service with you and I am entitled to vacation in the year 1945"; that is his privilege, that is his right under the regulations. Neither the Act nor the regulations attempt to give or purport to give retroactive vacations; that is, a man cannot say, "I was in the Forces in 1942, 1943 and 1944, so I am entitled to a paid vacation for that period." He is only entitled to vacation in the year of reinstatement and subsequent years.

There have been a few troublesome cases where men were reinstated on Wednesday or Thursday and wanted vacation to start immediately. We thought that rather unreasonable and have provided in the regulations that a man is not entitled to demand the commencement of his vacation period until he has been in employment for at least 90 days after reinstatement.

Another point which we attempted to cover in the regulations and which is a point of real difficulty is the matter of remuneration on reinstatement. The regulations on that point do not attempt to provide a complete answer for all possible contingencies which might arise. We have attempted to state certain principles which will provide a lead or a guide to both employers and employees in attempting to work out a proper solution of the matter on the rate of remuneration. Basically, it is this: if increases in remuneration are given principally by reason

of the passage of time, then the man is entitled to the increased rate of remuneration on reinstatement. If, on the contrary, increases are given by reason of other circumstances, personal stability, skill, capacity for leadership, factors of that type, then the man is not entitled to the increase immediately on reinstatement, but the regulations do require the employer, after the man has been reinstated, to attempt to evaluate the skills and experience the man has obtained in the Armed Forces and then to give him any increase to which he is entitled.

Similar principles apply in the matter of promotion. Again, that is a problem which won't be free of difficulty, either for you or for us.

There is one other section in the regulations to which I believe I should call your attention and that is that we have extended, by six months, the period during which a man who has suffered disability, may claim reinstatement. If a man is temporarily incapable of resuming his employment, he can keep his claim alive for a further period of six months by informing his employer of his condition and indicating his desire to claim reinstatement at a later date. It is to the credit of all concerned that since that regulation has been made there were, certainly, no objections on the part of any employer to giving a disabled man a further period of six months in which to exercise his right of reinstatement.

I have mentioned frequently during these remarks the proper approach to reinstatement problems and the spirit of reinstatement. Perhaps it would not be amiss to say something in regard to our experience up to this time. I can tell you that, with very rare exceptions, employers are approaching the problems of reinstatement in what I would regard as the spirit of reinstatement. There has been no instance, as yet, where we have had to consider legal action against an employer for failure to reinstate. I sincerely hope that the time when we have to take the first action is still far in the future. However, it would not be wise, as a matter of fact it would be folly, to anticipate future success in the administration of the Act solely on the success experienced to date. We have been operating during a period of acute manpower shortage. Obviously the problems of reinstatement are easier of solution at such a time. We must be realistic in recognizing that there may not continue to be, indefinitely, as acute a shortage of manpower as we have seen in the past few years, and that the difficulty in working out questions of reinstatement may depend on the demand or lack of demand for manpower.

Very few employers are taking the stand that "this is what the Act requires and that is all I will do." Rather, most of them say, "this is the minimum required by the Act; how much more can I do?" As long as that attitude prevails we can look forward with some degree of optimism towards realizing the true intent and purposes of the Act. We believe that those who have served in the Forces are entitled to no less.

Membership of Industrial Selection and Release Committees

REFERENCE was made in the June issue of the *LABOUR GAZETTE* to the establishment of an Industrial Selection and Release Board at Ottawa, together with district committees.

The purpose of the Board and committees is to receive applications by employers interested in securing the speedy release of key personnel from the Armed Forces for the purpose of increasing production and hence making possible the prompt employment of other men as discharged.

The Deputy Minister of Labour, Mr. A. MacNamara, on June 14 made public the names of the members of the Industrial Selection and Release Board at Ottawa, and the names of the chairmen and members of the corresponding committees in the military districts.

Members of the Dominion Board are:

Chairman, Raymond Ranger, Associate Director of National Selective Service, Department of Labour;

Deputy Chairman, W. K. Rutherford, Acting Chief Employment Officer, Employment Service and Unemployment Insurance Commission;

Representatives of the Department of National Defence, for Navy, Commander T. M. C. Taylor, Director of Personnel Selection; for Army, Brig. G. A. Ferguson, Deputy Adjutant-General (B); for Air, P. S. Conroy, Chief Executive Assistant to the Deputy Minister for Air;

Department of Reconstruction, Lieut. Col. T. F. Flahiff, Executive Assistant to the Director-General, Industrial Reconversion;

Department of Munitions and Supply, Mr. A. E. McMaster, Assistant Co-ordinator of Controls;

Wartime Prices and Trade Board, Mr. D. G. Mackenzie, Chief, Industrial Division;

Alan George, Assistant Associate Director of N.S.S., was appointed to act as secretary.

Members of the London Military District Industrial Selection and Release Committee include: Chairman, Hon. Mr. Justice W. T. Henderson; Deputy Chairman, W. A. Martin; Department of National Defence, Major A. C. Carter; Departments of Reconstruction and Munitions and Supply, Lt. Col. Wm. Mayall; Employment Service and U.I.C., W. S. McTeer; Mobilization Registrar, A. B. Harris.

This Committee is located in Room 801, Huron 1, Erie Building, London, Ontario.

Members of the Toronto Military District Industrial Selection and Release Committee include: Chairman, His Honour Judge A. Cochrane; Deputy Chairman, I. Ilsley; Department of National Defence, Major A. E. Cambridge; Departments of Reconstruction and Munitions and Supply, J. F. W. Renwick; Employment Service and U.I.C., G. J. Lockerby; Mobilization Registrar, Capt. A. C. Lyons. This Committee is located at 200 Bay Street, Toronto, Ont.

Members of the Kingston Military District Industrial Selection and Release Committee include: Chairman, Hon. Mr. Justice A. W. Greene; Deputy Chairman, W. J. Hyssop; Department of National Defence, Major R. E. McLaren; Employment Service and U.I.C., J. H. Black; Mobilization Registrar, Lorne McDonell; Departments of Reconstruction and Munitions and Supply, A. V. Woodruff. This Committee is located at 82 Princess Street, Kingston, Ontario.

Members of the Montreal Military District Industrial Selection and Release Committee include: Chairman, His Honour Judge Leon Lajoie; Deputy Chairman, H. E. MacDonald; Department of National Defence, Major J. D. Clegghorn; Departments of Reconstruction and Munitions and Supply, R. McLeay; Employment Service and U.I.C., R. Guevremont; Mobilization Registrar, A. de Gaspé Taché. This committee is located at 505 Transportation Building, Montreal, P.Q.

Members of the Quebec Military District Industrial Selection and Release Committee include: Chairman, Hon. Mr. Justice H. A. Fortier; Deputy Chairman, J. L. S. Roberge; Department of National Defence, Capt. W. Stein; Employment Service and U.I.C., H. St. Onge; Mobilization Registrar, L. P. Mailly; Departments of Reconstruction and Munitions and Supply, C. Slater. This Committee is located at 178 Charest Blvd., Quebec, P.Q.

Members of the Halifax Military District Industrial Selection and Release Committee include: Chairman, His Honour Judge K. L. Crowell; Deputy Chairman, A. E. Frame; Department of National Defence, Major W. Mitchell; Departments of Reconstruction and Munitions and Supply, T. M. Pye; Mobilization Registrar, Col. Edgar W. Mingo; Employment Service and U.I.C., L. C. Jones.

The address of this Committee is P.O. Box 574, Bank of Nova Scotia Building, Halifax, N.S.

Members of the Saint John Military District Industrial Selection and Release Committee include: Chairman, Hon. Chief Justice J. B. Baxter; Deputy Chairman, T. C. Crosbie; Department of National Defence, Capt. C. E. Harrington; Employment Service and U.I.C., J. C. Peck; Mobilization Registrar, Col. E. J. Mooney; Departments of Reconstruction and Munitions and Supply, B. W. Kelly. This Committee is located in the Bank of Commerce Building, Saint John, N.B.

Members of the Winnipeg Military District Industrial Selection and Release Committee include: Chairman, Hon. Mr. Justice J. E. Adamson; Deputy Chairman, C. A. Clendenning; Department of National Defence, Col. N. R. Nagle; Departments of Reconstruction and Munitions and Supply, R. A. Pine; Employment Service and U.I.C., C. R. Hudson; Mobilization Registrar, Lt. Col. C. D. McPherson. This Committee is located at Law Courts, Winnipeg, Manitoba.

Members of the Regina Military District Industrial Selection and Release Committee include: Chairman, Hon. Mr. Justice P. M. Anderson; Deputy Chairman, J. S. Palmer; Department of National Defence, Lt. H. R. Sanderson; Employment Service and U.I.C.,

S. H. Foster; Mobilization Registrar, F. C. Wilson; Departments of Reconstruction and Munitions and Supply, A. P. Hessey. This Committee is located in Hamilton Building, Regina, Sask.

Members of the Edmonton Military District Industrial Selection and Release Committee include: Chairman, Hon. Chief Justice Horace Harvey; Deputy Chairman, R. G. Reid; Department of National Defence, Major L. G. McCarthy; Departments of Reconstruction and Munitions and Supply, A. E. Jones; Mobilization Registrar, R. English; Employment Service and U.I.C., D. M. Barton. This Committee is located in the Massey-Harris Building, Edmonton, Alta.

Members of the Pacific Command Military District Industrial Selection and Release Committee include: Chairman, Hon. Mr. Justice A. M. Manson; Deputy Chairman, H. Mills; Department of National Defence, Capt. W. C. MacDonald; Departments of Reconstruction and Munitions and Supply, F. J. Dolan; Employment Service and U.I.C., A. Dagleish; Mobilization Registrar, C. G. Pennock. This Committee is located in the Yorkshire Building, Vancouver, B.C.

The Industrial Selection and Release Board is located in the Motor Building, 238 Sparks Street, Ottawa, Ontario.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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Notes of Current Interest

Absenteeism in Canadian war industry

With a view to ascertaining the extent of absenteeism in Canadian war industry, the Department of Munitions and Supply, in 1942, commenced taking occasional sample polls of industries across Canada. (L.G., 1943, pp. 10, 160, and 421).

The Department's latest and final poll was taken in June, 1945. Figures were supplied by 45 concerns representative of industries in every province, except Prince Edward Island. The total number of persons employed by the industries reporting in June, was 66,287. The number of persons absent daily during the month averaged 4,028, or a percentage of 6.07. The percentage of absenteeism shown by individual firms ranged from 1.3 to 13.7 per cent.

Steelworkers confer with Department of Reconstruction on post-war program

The first in a series of meetings between the Minister of Reconstruction and representatives of organized labour, in accordance with the policy of the Department of Reconstruction, took place on Wednesday, July 18. The United Steelworkers of America, represented by Messrs. C. H. Millard, National Director, John Mitchell and W. F. C. Kidd, met with the Honourable C. D. Howe, Minister of Reconstruction, Mr. H. Carl Goldenberg, Labour Adviser, Department of Reconstruc-

tion, Mr. H. J. Carmichael, Director-General of Industrial Reconversion in the Department of Reconstruction, and the Reconstruction Labour Committee.

Mr. Millard on behalf of the Steelworkers presented a submission embodying the post-war program of the organization. This program, among other things, recommends the establishment of a tripartite Joint Industry Council in the steel industry, representing labour, management, and the public; establishment of full collective bargaining and union security; establishment of union-management production committees in every plant in the industry; a guaranteed minimum annual wage of \$1,750 for wage earners in the industry; the replacement of National Selective Service by an efficient National Employment Service, requiring unemployed to register and employers in turn to register for certain types of production and to provide job training; and the co-operation of the Federal government in encouraging the provinces to legislate for an 8-hour day and 40-hour week in all industrial undertakings.

The Honourable Mr. Howe expressed interest in the recommendations of the United Steelworkers and undertook to consider them and to discuss them with the management of the various steel plants. He urged the necessity of co-operation between labour and management in meeting the problems which will present themselves in the period of transition from war to peace.

**Mrs. Rex Eaton
appointed as
chairman of
Training
Committee**

Appointment of Mrs. Rex Eaton, Associate Director of National Selective Service, as chairman of the Coordinating Committee on Training which has been functioning in the Labour

Department for some time, was announced on July 17, by Hon. Humphrey Mitchell, Minister of Labour.

Appointment of A. H. Brown, Departmental Solicitor and Assistant to the Deputy Minister of Labour, as Vice-Chairman, was also announced.

The Committee is for the purpose of bringing together the various functions of the Dominion Labour Department which relate to training, and covers both the field of rehabilitation training in connection with ex-members of the Armed Service, and training schemes for civilian industrial workers during the transition period. (L.G., March, 1945, p. 265. See also page 1120 of this issue.)

**Further rise in
cost-of-living
index**

The Dominion Bureau of Statistics cost-of-living index continued upward from 119.6 on June 1, to 120.3 on July 3, 1945.

Further advances in fresh vegetables accounted for most of this increase, with the food index mounting from 133.4 to 135.6. Eggs and a few meats also showed gains, although oranges and raisins averaged somewhat lower. The clothing index moved fractionally from 122.1 to 122.2 and homefurnishings and services increased from 118.9 to 119.2. The fuel and light index recorded the only group decline from 106.6 to 106.5. Rentals remained at 112.1 and miscellaneous items at 109.4. The wartime increase in the index has been 19.3 per cent.

**Employment and
Industrial
Statistics**

The latest statistics available reflecting industrial conditions in Canada are shown in the table on page 1081.

A decline in industrial employment at June 1, was recorded by the index of employment calculated and published by the Dominion Bureau of Statistics. Although the decline was slight, 0.1 per cent, it is of interest because it is the only time a decline was recorded at that date in the twenty-five years of the record. Also it is the sixth successive month in which a decline was recorded.

Comparative figures for the index at certain dates are 175.3 for June 1; 175.5 for May 1; 180.5 for June 1, 1944; 181.2 for June 1, 1943; and 113.1 for June 1, 1939. The latest figure

is higher than at any June in the record except as noted above for 1943 and 1944. It is 55 per cent higher than at June, 1939. After adjustment for seasonal variation the index at June 1, was 175.3, the same as the unadjusted, as compared with 182.2 at May 1.

The 15,328 firms co-operating with the Bureau showed a combined working force of 1,790,072 at the date under review. The total pay roll was \$57,461,926. The average earnings were \$32.10 per week as compared with \$32.55 at May 1, \$31.80 at June 1, 1944, \$30.93 at the same date in 1943 and \$25.25 at June 1, 1941, when this record was commenced.

Employment in manufacturing, by far the largest group included in the statistics, was slightly lower reflecting the contraction in activity in non-ferrous metals, chemical and iron and steel plants. Noteworthy increases in the manufacture of animal foods, lumber, pulp and paper were recorded. A decline in this group at June 1, is contrary to the usual movement at that date although a minor reduction was recorded in June, 1944. Among non-manufacturing industries, logging showed a contra-seasonal decline. Mining also was lower. Increased employment was recorded in communication, transportation and construction while the services group was unchanged from the previous month.

Productive operations as indicated by the index of the physical volume of business also calculated by the Bureau were slightly higher in June than in the previous month but were at a considerably lower level than in June, 1944. This index reflecting the trend in mineral production, manufacturing, construction, electric power output and in the distribution of goods was 219.5 for June, 218.6 for May and 238.8 for June 1944. Three groups, namely, mineral production, manufacturing, and the production of electric power were lower than in May while increased volume was indicated in the construction industry, and in the distribution of goods.

Information available for the first five months of 1945, as compared with the similar period in 1944, shows the business index to be 7.9 per cent lower, industrial production 11.3 per cent, mineral production 16.4 per cent, manufacturing 10.3 per cent, and the value of imports 8.4 per cent lower. Slaughtering of cattle were 29.2 per cent higher, and hogs 31.7 per cent lower. Production of creamery butter was 0.7 per cent lower than in the five month period of 1944 while the production of cheese increased 9.2 per cent. The value of construction contracts awarded increased 1.3 per cent, and the consumption of "firm power" 8.2 per cent.

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA
(Official statistics except where noted)

	1945			1944		
	July	June	May	July	June	May
Employment Index ⁽¹⁾		175.3	175.5	183.5	180.5	178.2
Unemployment percentage (trade union members)..... ⁽²⁾	0.3			0.3		
Unemployment Insurance claims.....			8,825	3,106	3,226	4,654
Index numbers, aggregate weekly payrolls..... ⁽³⁾		143.3	145.4	148.1	146.0	146.2
Per capita weekly earnings..... \$		32.10	32.55	31.72	31.80	32.26
Prices, Wholesale Index ⁽¹⁾		103.2	103.0	102.5	102.5	102.5
Cost of Living Index ⁽⁴⁾	120.3	119.6	119.0	119.0	119.0	119.2
Retail sales unadjusted index..... ⁽⁴⁾		196.3	182.0	155.1	178.1	177.9
Retail sales adjusted index..... ⁽⁴⁾		183.9	175.9	170.9	173.0	171.0
Wholesale sales..... ⁽⁴⁾		207.5	205.7	170.8	190.3	195.2
Common stocks index..... ⁽⁴⁾	+69.1	102.5	97.2	87.5	83.7	79.9
Preferred stocks index..... ⁽⁴⁾		137.2	132.4	124.7	122.2	118.5
Bond yields, Dominion index..... ⁽⁴⁾	+64.4	96.0	96.0	97.0	97.0	97.2
Physical Volume of Business Index ⁽⁵⁾		219.5	218.6	232.2	238.8	241.8
INDUSTRIAL PRODUCTION ⁽⁴⁾		236.2	238.0	262.1	266.8	272.3
Mineral Production..... ⁽⁴⁾		174.6	188.9	225.4	225.5	238.8
Manufacturing..... ⁽⁴⁾		252.5	256.1	287.6	292.2	297.3
Construction..... ⁽⁴⁾		203.6	160.0	111.9	124.9	123.3
Electric power..... ⁽⁴⁾		164.4	165.4	154.8	160.2	165.0
DISTRIBUTION ⁽⁴⁾		184.9	178.6	170.3	180.8	178.6
Carloadings..... ⁽⁴⁾			153.5	147.2	152.9	157.4
Tons carried, freight..... ⁽⁴⁾		235.0	221.4	189.9	220.0	219.9
Imports..... ⁽⁴⁾		163.0	145.2	177.2	170.9	160.4
Exports..... ⁽⁴⁾		353.8	330.6	306.8	375.9	384.1
Trade, external, excluding gold... \$		473,624,000	462,567,599	430,234,996	498,465,157	529,887,430
Imports, excluding gold..... \$		146,479,000	143,844,311	148,452,146	152,478,301	159,038,099
Exports, excluding gold..... \$		322,846,000	315,191,920	278,712,684	343,158,277	368,356,855
Bank debits to individual accounts..... \$		6,085,574,468	6,893,991,000	4,733,461,538	5,219,351,633	6,562,617,362
Bank notes in circulation..... ⁽⁶⁾ \$			937,200,000	856,000,000	853,100,000	809,500,000
Bank deposits in savings..... \$		2,645,536,895		2,264,527,106	2,194,544,178	2,093,865,155
Bank loans, commercial, etc..... \$		1,109,491,878		1,024,112,977	1,160,775,469	1,117,464,938
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	298,208	296,734	272,239	284,465	279,868	282,760
Canadian National Railways operating revenues..... \$			33,269,700	34,347,700	33,213,000	32,138,400
operating expenses..... \$			26,494,505	26,398,239	25,662,000	25,900,880
Canadian Pacific Railway traffic earnings..... \$		28,073,262	26,622,457	27,316,122	26,656,986	27,316,649
Canadian Pacific Railway operating expenses, all lines. \$		23,420,585	23,085,508	23,656,632	22,118,529	22,846,290
Steam railways, freight in ton-miles.....			5,739,438,000	5,639,542,000	5,457,000,000	5,768,573,000
Building permits..... \$		17,189,891	17,778,173	12,878,145	14,695,085	17,838,593
Contracts awarded..... ⁽⁷⁾ \$			38,271,400	32,228,000	37,315,400	31,694,500
Mineral production—						
Pig iron..... tons		159,046	155,574	166,004	161,899	175,297
Steel ingots and castings..... tons		257,115	267,643	234,418	240,750	263,431
Ferro-alloys..... tons		18,473	19,883	14,508	17,906	15,876
Gold..... ounces			217,556	235,618	239,916	256,837
Coal..... tons			1,171,597	1,170,696	1,234,191	1,290,767
Copper..... pounds		44,379,551	41,165,776	45,226,251	47,344,917	47,843,032
Nickel..... pounds		22,644,417	23,484,009	23,410,610	20,373,599	24,023,396
Lead..... pounds		25,175,850	25,500,464	24,523,164	19,744,120	20,491,362
Zinc..... pounds		43,469,170	45,427,551	40,877,099	39,759,143	45,646,454
Timber scaled in British Columbia bd. ft.		297,111,777	273,788,499	233,513,817	315,661,196	264,000,535
Flour production..... bbls.		2,133,526	2,107,944	1,741,554	1,870,349	1,962,264
Footwear production..... pairs			3,335,490	2,475,536	3,037,239	3,200,891
Output of central electric stations..... k.w.h.		3,411,673,009	3,593,074,000	3,149,328,000	3,325,525,000	3,584,515,000
Sales of insurance..... \$			51,055,000	51,405,000	53,569,000	52,857,000
Newsprint production..... tons			264,460	244,410	246,860	262,457

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended July 26, 1945.
(1) Base 1928=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figures for four weeks ended August 4, 1945 and corresponding previous periods. (8) Maclean's Building Review.

Supplementary university grants to ex-service personnel

The Honourable Brooke Claxton, who was acting as Minister of the Department of Veterans Affairs in the absence of the Honourable Ian Mackenzie, announced on July 19 that the Department of Veterans Affairs is authorized to pay a supplementary grant to any university in Canada in an amount not exceeding \$150 for each person on whose behalf tuition fees are paid under the provisions of the Post-Discharge Re-Establishment Order. The supplementary grant is in addition to the regular university fees, provided that the total payment of fees and supplementary grant shall not exceed \$500 for any one student during an academic year.

This supplementary grant is authorized for the period July 1, 1945, to June 30, 1946, and is designed to assist in offsetting the amount by which student fees do not cover university costs, as well as to provide facilities and to secure suitable staff to deal with the large numbers of discharged persons who intend to take advantage of the opportunity for university training provided by the Post-Discharge Re-Establishment Order.

Labour conventions cancelled for 1945

Following the ban placed on conventions by the War-time Prices and Trade Board as from July 20, the Annual Meetings of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Federation of Labour, have been cancelled for 1945.

The Order (No. 535) was rendered necessary by the heavy movement of troops from overseas resulting in undue strain on transportation systems and hotel accommodation in "congested hotel areas". It stipulates, among other things, that "a convention or other meeting may not be held if more than fifty persons attending it use railway, bus or air transportation (other than urban transportation) for any part of their journey to it".

A "congested hotel area" is defined as "an urban area designated from time to time by the Board by notice published in Canadian War Orders and Regulations", and includes a ship on board which a convention or other meeting may be held. A "convention or other meeting", for the purposes of the Order, means "any organized gathering of persons, regardless of the purpose for which it is organized, other than sessions of federal or provincial legislatures and inter-governmental gatherings of government officials and representatives."

Employment of young persons in coal mining

A recent Order in Council has withdrawn the authority given in 1943 for the employment of male persons not under 16 years of age, as coal mine workers, and of female workers not under 18 years of age as workers on the surface around coal mines.

The effect of the Order (P.C. 4845, July 10, 1945) is to restore provincial restrictions on the minimum age for employment in coal mines. In 1943 these provincial restrictions had been temporarily set aside, following the declaration of a state of national emergency in regard to coal production in Canada, as one of a number of measures taken to assist the coal mining industry in overcoming labour shortages (L.G., 1943, p. 739). The previous minimum age for employment of boys had been reduced to 16, and the employment of women for some of the lighter surface occupations in the coal mining industry had been allowed.

According to the new Order, boys or women already working for coal mines under the previous Dominion authority will not be disturbed at this time. The effect of the Order is to prevent the engaging of any further persons except in accordance with provincial regulations.

Transfer of farm workers

Approximately 2,000 farm workers were transferred to Ontario from the Prairie Provinces to help with harvesting during the summer of 1945. This is the largest number of farm workers yet recorded in a west to east movement in four years' operation of the policy of long distance transfers of farm labour under the Dominion-Provincial Farm Labour Program.

The men from Western Canada were a major factor in easing farm labour shortages in southwestern Ontario. Commenting upon the movement the Minister of Labour, Hon. Humphrey Mitchell stated: "Ontario farmers have expressed complete satisfaction with the help received from Western Canada. This is further assurance of the success of the Farm Labour Program and assurance that all crops will be harvested, with maximum food production in Ontario this season."

Farm workers on the Prairies were recruited by Dominion and Provincial farm labour officials, who were assisted by rural municipal secretaries.

The efforts of the Prairie officials were supplemented by newspaper and radio announcements, while the Dominion Government, through the co-operation of a low rate granted by the railway companies, took care of the cost of transportation, except for \$5 which each man was required to pay toward his

return fare. Care was taken that only those men who could be spared from their farms during the slack period between spring seeding and the Western harvest were allowed to volunteer. Agricultural production in the worker's own locality was not allowed to become affected.

In regard to the return movement of workers from east to west, it is anticipated that approximately 5,000 extra workers from Eastern Canada will be required to harvest this year's crops in the Prairie Provinces.

Labour exit permits for student nurses

Hon. Humphrey Mitchell, Minister of Labour, announced in July that instructions had been sent to Local Offices of the National Employment Service, concerning the issuance of labour exit permits to young ladies desiring to leave Canada to go to the United States in order to take a nurses' training course.

The instructions point out that owing to shortages of graduate nurses in Canada, it is necessary to maintain a satisfactory enrolment in Canadian schools of nursing, so that officers in Women's Divisions of Local Employment Offices are, by frequent consultation with the Registered Nurses' Association, to watch Canadian enrolments closely. The issuance of labour exit permits authorizing departure from Canada of girls who are qualified to enter as nurses-in-training, will be restricted where it would threaten to adversely affect enrolment in Canada.

Furthermore, the instructions explain that prospective nurses, who lack adequate educational qualifications for admission to Canadian schools of nursing, and who consequently enter American schools which have lower educational requirements, are not, after graduation, eligible for registration as nurses in Canada. To avoid disappointment to any young women unaware of this fact, Local Employment Offices are to refer applicants to the Registered Nurses' Association to have their future position explained, before issuing labour exit permits. If an applicant still desires to enter the United States for her course after knowing her status, the labour exit permit will be issued whenever the reason for non-admission to a Canadian school is education, health, or age.

Change in title of advisory boards

A change has been made in the designation of Regional Selective Service Advisory Boards, which will now be

known as "Advisory Boards, Labour Department."

The Boards were set up under authority of an Order of August 10, 1943 to advise on matters relating to the administration of

National Selective Service Regulations and policies with particular reference to regional problems (L.G., 1943. p. 1214).

Their changed title reflects the change in emphasis of their work to matters pertaining to reconstruction and the re-assignment of war workers and men from the armed services.

Labour Department booklet on rehabilitation

A booklet entitled, "Dismiss—But What of a Job?," was issued recently by the Dominion Department of Labour. Its purpose is to explain the facilities

afforded by the Department in connection with rehabilitation of ex-service men and ex-service women. In addition, the booklet contains a brief outline of the main legislative changes in wartime from the Dominion viewpoint, as they affect the conditions of employment in industry.

The booklet has been made available to vocational and educational advisers in the Armed Services, officers of the Departments of Veterans Affairs and Labour, (including the National Employment Service), members of committees interested in rehabilitation, employers in larger industries, trade unions, and others.

Publications on provincial labour standards

The June, 1945, edition of the publication, *Provincial Labour Standards Concerning Child Labour, Hours of Work, Minimum Wages and*

Workmen's Compensation, was published recently by the Department of Labour. First issued in June, 1944, the revised edition shows the new workmen's compensation rates established in several provinces, the changes since June, 1944, in maximum hours in Alberta and Ontario, the minimum age for the employment of children in Prince Edward Island, as well as revised minimum wage-rates in some provinces. Copies of the publication may be obtained by applying to the Legislation Branch, Department of Labour, Ottawa. Also obtainable from the same source is a second pamphlet, *Legislation Concerning Employment of Women—Provincial Laws, July, 1945*, which gives, in brief form, the provisions of provincial statutes and regulations concerning the employment of women, with respect to hours and conditions of work, prohibited employments, home-work, and employment before and after child-birth.

Laval University holds course in industrial relations

In order to study problems related to the rapid growth of industries and the development of trade unions, Laval University organized last year a Department of

Industrial Relations which aims at training technicians who, as directors of personnel,

local and union officials, inspectors of joint committees or civil servants, will have to do with labour and social security legislation. Through its Industrial Research Board, the School of Social Sciences has established permanent contacts with employers' associations and trade unions.

As a further development in its industrial relations program, Laval recently organized an intensified session on industrial relations. From May 21 to June 2, over 75 persons attended the industrial relations classes and took part in the forums. Among those present were 18 local and union officials, 31 secretaries and inspectors of joint committees, 2 representatives of employers' associations, 13 representatives of employers, and 14 civil servants from the Department of Labour.

Professors of the Department gave a course of lectures on the following subjects: 1—social ethics; 2—history of employers' associations and trade unions; 3—historical evolution of industrial relations; 4—security at work; 5—industrial hygiene; 6—the worker in his cultural, family and economic life; 7—industrial life and industrial relations; 8—social security.

Comments of those in attendance indicated that the course met needs felt by both employers and trade unions. One trade union leader declared: "The University is in a position to bring together persons belonging to the most varied associations . . . This permits the mutual understanding of the whole working class, no matter to what group it belongs." Others felt that this meeting of employers and employees, with a view of studying thoroughly industrial problems, provided an exceptional opportunity of considering solutions in a spirit of co-operation and justice. Encouraged by the success of this first experience, the School of Social Sciences plans to further extend the scope of its activities.

**Training of
foremen
advocated by
cost accountant**

With a view to "keeping labour working" and "getting the highest production per man hour" in the immediate post-war period, a brief article by L. W. Bennett, R.I.A., in *Cost and Management* for June, advocates the systematic and intensive training of supervisors and foremen. It is asserted that an efficient foreman must be able to instruct and train his subordinates but to do this satisfactorily the employer must provide him "with the necessary tools."

These tools consist of books, bulletins, courses, technical data, information respecting "company policy" and company plans, etc. To make efficient use of these tools, it is added, an energetic plant committee, headed by a qualified training director, or personnel

manager is essential, to organize and assist supervisors and foremen with their studies, plan meetings with them and find answers to their problems. As labour legislation and labour agreements are of growing importance they should be included in such courses of instruction.

It is important too, to include instruction in the art of teaching, so that foremen may convey effectively to their helpers the instructions they themselves receive.

These suggestions are in line with the work carried on in recent years by the Vocational Training Branch of the Department of Labour (L.G., May, 1945, p. 726).

**Minimum wage
of 75 cents
an hour
proposed in
U.S. Congress**

Proposals have been introduced in both houses of the United States Congress to increase minimum wage rates and to shorten the standard work week.

The present minimum wage rate, established by the Fair Labour Standards Act of 1938, is 40 cents an hour. It is proposed that this rate be replaced by a rate of 65 cents an hour, to take effect within 120 days after the law goes into effect, and that the new rate in turn be increased to 70 cents within one year and 75 cents within two years. Each of these successive minimums would apply only to unskilled jobs, and higher minimums would be set for other job classifications. The length of the regular work week would change at the same time as the rate. Thus, time and one-half pay would begin after forty-four hours when the 65 cents rate became effective, after forty-two hours in the second year, and after forty hours upon the rise of the minimum to 75 cents.

Industry committees would continue to determine minimum rates, subject to the approval of the administrator. They would also be empowered to recommend application of the 75 cent minimum for unskilled jobs immediately after the passage of the measure.

The protection of the act would be extended to certain workers not previously covered, including seamen, persons employed in the canning and processing of fish, and those handling, packing and storing agricultural and dairy products for market if they work within the "area of production."

In introducing the Senate bill, Senator Claude Pepper explained that its purpose was to "maintain a high level of purchasing power among the mass of the people." By "putting a floor under wage rates," he contended, it will be possible to "keep the (national) economy flourishing at a high level" and thus prevent unemployment.

A further recent development in wage policy in the United States was the signing by seventy

members of the House of Representatives of a petition asking President Truman to revise the "Little Steel" formula (which has limited wage increases to 15 per cent above the level prevailing in January, 1941) so as to permit further wage increases.

**Woodworkers
Union obtains
extended
vacation**

The National War Labour Board of the United States has awarded the International Woodworkers two weeks annual vacation after five years of service, an allowance double that granted after one year's service. About 43,000 members of the union employed by 326 companies engaged in logging, sawing and plywood operations in the Pacific northwest of the United States have been affected. The contracts between the companies and the union now provide that workers with one year or more of service may have three days of vacation pay after 840 hours of work; four days of pay after 1,120 hours and six days after 1,400 hours.

**International
Labour
Conference
to be held
in Paris**

The 27th session of the International Labour Conference will open in Paris on October 15. It will be attended by delegations from the member states, and invitations have been extended also to those of the United Nations which are not members of the I.L.O. to send observers. These countries include the Soviet Union, the Ukrainian S.S.R., the Byelorussian S.S.R., Paraguay, Nicaragua, Guatemala, El Salvador, Honduras, Saudi Arabia, Syria, Lebanon, and the Philippine Commonwealth.

At the last session of the Conference, held in Philadelphia April 20-May 13, 1944, forty-one member states were in attendance. Each of the states is entitled to send four delegates, two representing government, one the workers and one the employers. Each delegate may be accompanied by eight advisers.

The agenda of the Paris Conference will comprise six items. These are:

1. Director's Report on the social problems of the immediate post-war period with special reference to Europe and to the future policy and program of the I.L.O.
2. The maintenance of high levels of employment during the period of industrial rehabilitation and reconversion.
3. The welfare of children and young workers.
4. Matters arising out of the work of the Constitutional Committee of the Governing Body.
5. Minimum standards of social policy in dependent territories.
6. Reports on the application of the International Labour Conventions.

The Conference will be preceded by a meeting of the Governing Body on October 10, and will be followed by a Preparatory Technical Maritime Meeting on November 15 in London, the purpose of which will be to prepare for a special maritime session of the International Labour Conference, scheduled for early in 1946.

**International
Youth Charter
drafted by
I. L. O.**

One of the items on the agenda of the 27th session of the International Labour Conference, to be held in Paris beginning October 15, is the welfare of children and young workers.

Qualified experts from ten countries gave preliminary consideration to this matter at a meeting held in Montreal from May 23 to 30.

Study was made of a draft of an International Youth Charter which will be proposed for adoption by the Conference. Coming from North and South America, from Europe and from Asia, the experts were able to give the International Labour Office the benefit of their varied experience, and to provide technical knowledge of various aspects of the problem, towards the framing of the Charter.

The purpose of the Charter is to lay down the general principles of a "systematic social policy" governing the protection of children and young workers.

Canada was represented at the meeting by Dr. C. F. Davidson, Deputy Minister, Department of National Health and Welfare; and Miss Margaret Mackintosh, Chief, Labour Legislation Branch, Department of Labour. Dr. Davidson was appointed chairman of the meeting.

Other experts in attendance included Miss Katherine Lenroot, Chief of the Children's Bureau, United States Department of Labour; Mr. Maurice Denis, Government Commissioner for Youth Employment, Belgium; Dr. Guillermo Morales Beltrami, Director General of the Child and Youth Welfare Department, Ministry of Health and Social Welfare, Chile; Mr. Cheng Rao-Ku, former Acting Director, Social Welfare Department, Ministry of Social Affairs, China; Mlle. Rousset, Labour Inspector, France; Miss F. I. Taylor, Senior Deputy Chief Inspector of Factories, United Kingdom; Dr. Paula Alegria, Chief of the Women and Children's Bureau of the Ministry of Labour and Social Welfare, Mexico; Mr. F. Rutten, Professor of Industrial Psychology, Netherlands; and Dr. Manuel Salcedo, Director, National Maternity and Child Welfare Service, Peru. UNRRA was represented by Miss Martha Branscombe, Chief of its Child Welfare Section.

Rehabilitation in Employment

Re-establishment of Veterans Termed an Opportunity for Employers

IN a radio address delivered over a trans-Canada network on July 30, the Hon. Humphrey Mitchell, Minister of Labour, outlined the steps being taken under the government rehabilitation program for the benefit of men and women returning to civilian life after service in the armed forces and referred to the responsibilities of employers and trade unions in making the program a success.

The text of the Minister's speech is as follows:

An Opportunity for Employers

Week after week, thousands of our men—sons, brothers and husbands—are returning home after years abroad. They sailed from our shores to take part in the greatest and most destructive war in history, carving Canada's name high on the pillar of courage and national pride. They have played a worthy part in the decisive defeat of the forces of evil in Europe.

These years have been taken out of young lives. They are years that in peace time would have been their most important and formative period on the road of life. I do not say that these men—sailors, soldiers and airmen, have begrudged the years they have given for their country. Far from it, we have had the greatest voluntary armed forces in our history—men who knew that the stakes were high—world liberty or world oppression. Nevertheless, the country as a whole has a sharp realization of the responsibility in seeing that our returning men are properly re-assimilated into civil life.

They have served Canada. It is Canada's turn now to serve them.

Canada's Rehabilitation Program

Our rehabilitation program, it has often been pointed out, equals if it does not surpass, that provided by any other country. Under it opportunities are provided for the veteran to take up farming; to open his own business; to acquire a home; to continue educational courses; to undergo trade training—or to establish himself in any one of several other ways. Then there are other benefits—war service gratuities, clothing allowances, certain medical and dental care, out-of-work benefits, and so on. To ease the return to peacetime employment, the Federal Government provides veterans with credit under unemployment

insurance, to make up for the time in the Forces.

Everything possible has been planned to assure the successful transition of a man from soldier to civilian. There are two reasons for this. First, appreciation by the nation for the service rendered; second, a realization of the fact that intelligent, orderly absorption into our civil economy is highly essential.

Canada still has her duty in the Pacific war—and will play the part assigned to her as nobly and effectively as in Europe. Then we have the post-war years—the reorganization of our life on a peace basis.

Modern war calls for total mobilization, for a wholesale shift in our national economy. Over a period of six years we have taken more than a million men and women out of peacetime pursuits in order to man our defences, and these we have separated from normal economic activity for a lengthy period.

The men and women who have been in our armed forces must be fitted into our economy as civilians, so that each will contribute to a greater Canada of the future. That is a prime reason for a Rehabilitation Program. Naturally, there is a limit to what governments can do. After all a government is the executive of the people. The government's money is the people's money, paid in taxes or loaned to run the country's business.

While the government, through certain measures may assist greatly in the finding of positions for veterans of the war—in the final analysis that may best be done through private channels. Free enterprise has brought this country far along the road of progress and prosperity. In the main most of the opportunities for jobs, careers, success in life, have come through free enterprise. I know how well employers are aware of this and how keen they are to co-operate with the government in making our rehabilitation program fully successful.

It can be truly stated, free enterprise is on trial in the problem of re-absorbing our servicemen and war workers into peacetime vocations. My sincere conviction is that free enterprise will meet the test in co-operation with the Government and our trade unions. All have shown a fine understanding of the debt we all owe to those who fought.

The men and women who, from now on for a year or more, will be seeking opportunities for useful peacetime lives, are the very

best of our population. They are young, they have shown their mettle in the armed services; they have learned the value of self-reliance—self-discipline—of cooperation and teamwork. Add that to their own personal characters and the combination indeed is one to make us feel encouraged as to Canada's progress in future years.

Skills Acquired in the Forces

In this war men in the armed forces have been given a greater degree of mechanical and technical training than ever before. That in itself should make them more useful and competent employees. So real has been this element of training in the Services, that the Government has set up a Royal Commission on Veterans' Qualifications, to co-relate training in the Services with civilian occupations. The work of this Commission will be helpful alike to employers and veterans. It is important to Canada that these skills gained in the Forces be used in civil occupations.

The Armed Services themselves and the Department of Labour have also done much work along the same line.

An important phase of the Rehabilitation Program is the Rehabilitation Training Plan, operated jointly by the Dominion and the Provinces. Apprenticeship, trade training in classes and training on the job, all come under this Plan.

By looking ahead, by anticipating his labour supply problem, the employer can arrange to engage veterans to fill up jobs, and through co-operation with Canadian Vocational Training he can see to it that those veterans are given trade training, with Government assistance, for the jobs he will have to fill. By searching out chances to give "training on the job", the employer will be doing a public service. In other words, the Training Plan helps both veteran and employer, to fit the man or woman into a job which takes acquired skill—to the advantage of both.

Reinstatement in Civil Employment

Considering the size of our Forces, the problem of veterans' re-employment facing employers is indeed large, but I for one have confidence our employers will measure up—to both their duties and their opportunities.

This confidence is based upon experience. As is well known, the Reinstatement in Civil Employment Act required employers to take back their employees who left jobs to enlist. Up to this time thousands of discharged

personnel have gone back to their old jobs under this statute. The National Employment Service, which administers the Act, has had to serve as referee in a few cases, but not in one single case has it been necessary to compel an employer to comply with the law!

Furthermore, a great many firms have gone to much trouble to carry through programs for the reinstatement of their employees under conditions even beyond the requirements of the Act.

I want to point out to employers that not all veterans have jobs to which they can return. In fact, more veterans must find new jobs than will be reinstated. There are those who left school to enlist—others who were in odd jobs before the war—persons whose work was not steady. All must be looked after.

We now have a National Employment Service to assist in placing veterans and others needing employment and I cannot urge employers too strongly to use the local offices across Canada, to meet their labour supply problems. These Employment Office staffs have been given special training for the task of bringing employer and veteran together, as employer and employee. The Offices will help both. Both need the Employment Service.

Handicapped Veterans

Then there is the handicapped veteran—he has a special appeal to our consideration. What we must keep in mind is that the handicapped man as an employee is not a liability; more often than not he is a better than average worker. He has proven so in our war plants during the past five years.

An employer should give consideration to engaging the war pensioner, partly as a patriotic duty; but once employed, I am sure the pensioner will prove his efficiency and faithfulness. To co-operate with employers the Dominion Government pays workmen's compensation for pensioners with disabilities of over twenty-five per cent.

I ask employers and trade unions to give careful thought to this question of rehabilitation. The Dominion Government, as an employer, is giving veterans a preference in appointments. The problem involved in the employment of veterans is great, but it offers rich rewards. A brighter, a better Canada for all will follow if we all do our share to make a success of a task which means so much individually and nationally.

Wartime Controls in the Transition Period

Activities of Wartime Prices and Trade Board, April 1—June 30, 1945

THE following article, prepared in the Economics Branch of the Wartime Prices and Trade Board, describes the developments in Board policy brought about by the end of the war in Europe.

The Board's work in controlling supplies and prices of foods, textiles, durable goods,

paper, and rentals and shelter is described from the point of view of the over-all objectives of meeting war needs, sending necessary supplies abroad, maintaining fair distribution at home, avoiding inflation and attaining a high peacetime level of employment.

Introduction

Developments in the second quarter of 1945 were shaped by the end of the war in Europe. The advent of the period of transition and of the one-front war led to a review by the Government of the policy governing wartime controls and a reconsideration of administrative procedures by the control agencies in the light of the new policy directives.

The government's policy in relation to the controls administered by the Wartime Prices and Trade Board, as well as by other agencies, was outlined in the "White Paper on Employment and Income" published in April. It was stated there that "in the period following the European war, when only a limited program of reconstruction can be begun, it will be the policy of the government to relax controls over production, materials and manpower as rapidly as supplies justify". It was pointed out, however, that many controls would continue to be needed for a time.

In his statement on wartime controls on May 10, the Minister of Finance, speaking as the Acting Prime Minister, pointed out that in addition to safeguarding needs of the Japanese war and essential civilian supplies, controls should be used, under conditions of inadequate supply, "to facilitate the use of manpower, materials and production facilities released from the war program for the purposes which the government has approved, viz., the rehabilitation of liberated countries, re-establishment and expansion of non-war exports, reconversion and expansion of industry, re-equipment of agriculture and primary industries, the housing program, and increases in the production of consumer goods".

It was expected that as war production was cut back, facilities and materials would become available for additional production of household appliances and other durable goods. While there was the possibility of increasing production, the rate and extent of

such increase was still limited by continuing shortages of sheet steel and other materials and components as well as by shortages of labour.

In some other fields, it was pointed out by the Minister of Finance, shortages could be expected to continue for some time, and in a few they might even be intensified. "The combined needs of the Japanese war and of European countries will cause world shortages to persist, particularly in the case of some food and textile products. Here the efforts of government agencies will be devoted to collaboration with other countries in ensuring equitable international allocation and to securing at home adequate essential supplies and fair and orderly distribution".

In accordance with the government's policy the Wartime Prices and Trade Board removed restrictions on the manufacture of a wide range of household appliances and other durable consumer goods. In the case of foods and textiles, on the other hand, controls were tightened. To meet the needs of liberated areas and continuing war requirements reductions in the consumption of various foods were planned in collaboration with the United Kingdom and the United States necessitating a tightening of domestic restrictions such as the reduction of the sugar ration and the planned re-introduction of meat rationing. In the field of textiles the world shortage, combined with domestic labour shortages and increasing requirements resulting from demobilization, made it necessary for the Board to extend its controls over production, in the form of directive programs to all essential garments and into the fabric field.

The Board faced aggravated problems in the fields of emergency shelter and eviction control as the return of servicemen began to intensify the housing shortage. While the government's program for the expansion of housing construction was making some pro-

gress, limitations were imposed by the continuing shortages of building materials and labour.

In regard to price control, it was stated in the White Paper on Employment and Income, and re-emphasized by the Minister of Finance, that "the government is determined to safeguard the stabilization program until its full benefits can be reaped in a smoother, more rapid transition to a prosperous peacetime economy". This decision was based on the recognition that inflationary pressures had not ended with V-E day and that the maintenance of stable prices would contribute greatly to the attainment of a high peacetime level of employment.

It was pointed out in the White Paper that "the most severe inflationary pressure came immediately after the war of 1914-18 and not during it". The cost of living index, which in November 1918 was 34 per cent over July 1914, rose to a point 92 per cent above the pre-war level in the next twenty months. This steep climb was followed by an even more abrupt decline which had widespread and disruptive consequences. By the latter part of 1921 the cost of living had dropped 29 per cent from its peak, wholesale prices were down 41 per cent and prices of farm products were practically halved. This drastic fall greatly increased the burden of debt (particularly to the farmers) and resulted in heavy inventory losses and widespread commercial failures. Factory employment and payrolls dropped sharply. Such a chain of events might recur in the present transition period if price control and other stabilization measures were not maintained.

The supply of civilian goods is still limited, as indicated above, by the overriding requirements of the Japanese war, by relief and other export requirements, and by a variety of supply bottlenecks. Moreover, on the side of demand, a considerable backlog of requirements for durable and capital goods has piled up in nearly six years of war. These needs, as well as new ones, are supported by an unprecedented accumulation of money and bonds in the hands of individuals and business, and by the improved credit standing of farmers, corporations and others. Family allowances and soldiers' gratuities are sustaining and even adding to the recent high level of public buying power.

Combined with shortages and accumulated demands, which provide a natural background for rising prices, higher costs of production are still pressing against ceiling prices in a number of spheres. The problem of higher

costs is of particular importance (and difficulty) in the industries that have been engaged in munitions production and are now reconverting to civilian production. Labour costs have risen during the war as a result of the labour shortage, overtime pay, high labour turnover, and higher wage rates. Material costs have been inflated by higher prices in other countries, high costs of shipping, and the need to use less economical substitutes. Though, in many cases costs will come down as shortages of shipping, materials and labour are eased, without controls higher costs, however temporary, might well contribute to an inflationary spiral of price and wage increases followed by a precipitous deflation as the overall effect of war contract cancellation on employment and incomes asserted itself.

The serious consequences of such a development were emphasized by the Minister of Finance in his statement. "If inflation were allowed to develop, people would lose their wartime savings or use them up without receiving decent value, and the men returning from the armed services to civilian life would not be able to buy the things they needed at fair prices". The importance of stable prices was also pointed out in the government's White Paper: "High postwar employment can be based only on high production and an absolute essential in achieving this objective is to keep prices in hand during the transition. Canada's dependence on exports gives special emphasis to this need, both because of the obvious necessity of competing in external markets and because of the dependence of large sections of the domestic market on export income".

In carrying out the government's policy of maintaining needed stabilization controls in the transition period, the W.P.T.B. had, of course, to take account of the changed considerations of policy brought about by the transition. While maximum employment was sustained by war production, financial relief in the form of subsidies or price adjustments was usually confined to producers and importers of essential goods and services who could show financial need. But now that war production is declining sharply, it is no longer feasible to draw a clear distinction between essential and less essential or non-essential production. Indeed, as the transition proceeds and as the leading objective of economic policy becomes a high level of employment, production which was regarded as non-essential becomes desirable and essential from the point of view of employment.

Of particular difficulty is the problem of setting maximum prices for the many products the production of which was suspended during the war. This question is discussed in the Chapter on Durable Goods (p. 1096).

In the present transition period the administration of price control must also take account of the ultimate objective of removing price control as the danger of inflation passes. If controls are to be removed without serious disturbance to the economic structure, it is important that ceiling prices and "free" market prices should be fairly well in harmony at that time. This means that major increases in costs which are likely to persist will have to be gradually recognized in the ceiling price structure, and the Board must gradually eliminate subsidies and other artificial means of keeping prices down.

In view of these difficulties of reconversion pricing and the need to remove subsidies, it has been suggested that the Board should abandon the "basic period principle" and should permit price advances whenever cost increases can be demonstrated. Such a policy would, however, result in numerous price adjustments that might well start a cumulative spiral of cost, price and wage increases. Moreover, since costs, particularly in the reconversion period, are difficult to forecast, departure from the basic period anchor would render the basis of pricing policy less and less clear and the difficulty of setting new prices would become increasingly great. The basic period principle is, therefore, being maintained as the anchor of the price control system, and necessary adjustments will be made in accordance with the considerations outlined above.

Foods

During the period under review the world food shortage that had been developing for some time had important repercussions in Canada. The general shortage, most serious in sugar and meat but also affecting oils and fats and dairy products, reflected increasing requirements, resulting from the liberation of Europe on the one hand and inability to maintain or expand production on the other.

The extremely serious food shortages in Europe are the result both of Nazi policies and of the destruction and dislocation caused by war. Before the war Continental Europe imported about 10 per cent of its total food supplies. Under German occupation the livestock population, particularly in Western Europe, was considerably reduced, and the yield of milk and meat fell even more. Draft power—horses and oxen—was diminished as a result of military requisitioning. Feed shortages affected livestock producers and fertilizer shortage reduced average yield per acre. Depreciation of farm machinery could not be made good and the supply of manpower was reduced by the claims of war. With the development of the Allied offensive these trends were intensified and, in addition, agricultural areas were damaged as a result of the movement of armies, construction of airports and other installations, laying of minefields and flooding. Livestock was slaughtered in areas of active operations and serious shortages of seed developed.

The 1944 harvest in Continental Europe was poorer than the already subnormal harvest of 1943. Grain and sugar beet production declined though the potato crop was slightly above the exceptionally low 1943 level. Compared with the prewar level, milk production in 1944-45 appears to have been reduced by about 15-20

per cent, egg production reduced by 40 per cent, and meat production by about 25 per cent. The greatly reduced food supplies are very unevenly distributed—both between town and country, and between Eastern and Western Europe—owing to the breakdown of internal transportation and to divided jurisdiction. There have thus been conditions approaching starvation in many areas, and actual starvation in some, and the need for increased supplies is urgent. It has been estimated that in the twelve months following V-E day Continental Europe will need 12 million tons of imported foods, notably wheat, fats, meats, eggs, dairy products and sugar.

At the same time various factors have adversely affected production in other parts of the world. The world output of meats has been declining owing to severe droughts in Australia, Argentine, and South Africa, and some shifting from livestock raising to commercial crops in Canada and the United States. Sugar supplies have been restricted by the Japanese occupation of the Dutch East Indies and the Philippines, and were further reduced in 1944 by drought and hurricanes in several important producing areas. Even with the liberation of the Philippines the restoration of sugar production in that area will take some time. Declining production of lard and flaxseed have contributed to the tightening of supplies of oils and fats. While there has been no recent decline in the output of dairy products and other foods, the high requirements of Continental Europe have necessitated further restrictions on North American consumption.

The world food shortage was reviewed during April at a tripartite conference of the

United Kingdom, the United States and Canada meeting in Washington. Various measures were decided upon to meet the numerous deficits and to increase shipments to Europe. The burden of the inevitable cuts in food consumption and stocks were to be shared among many countries, both importers and exporters of food. The effects of these decisions on Canadian domestic supplies of meat, sugar and oils and fats are reviewed below.

Meat

A shortage of all types of meat in the domestic market developed during May and June as a result of a decline in slaughterings on the one hand and increasing export requirements on the other. In the period Jan. 1 to June 6, 1945, slaughterings of hogs, sheep and lambs in inspected plants were substantially lower than in the corresponding period of the previous year though there was an increase in the slaughterings of cattle and calves. Total meat production showed a decrease of 19 per cent as compared with a year earlier.

In spite of this falling output, Canada has agreements to supply certain minimum quantities of meat to UNRRA and to the United Kingdom. At the Washington conference Canada undertook to make every effort to increase exports of meat by at least a further 25 million pounds of carcass meat for the United Kingdom and, in addition, to supply 114 million pounds of canned meat for use in liberated areas, where the breakdown of transportation and storage facilities makes the distribution of fresh meat nearly impossible.

These requirements were in addition to Canada's previous heavy export commitments. They were to be met by reducing civilian meat consumption in Canada from 149.1 pounds per head in 1944 to 135 pounds in 1945. Per capita consumption in the United States was to be reduced from 162.9 pounds in 1944 to 125 pounds in 1945 and in the United Kingdom from 115 pounds to 106.4 pounds. The actual reduction in consumption for the second half of 1945 was to be greater in Canada and in the United States than is indicated by the above figures, since consumption in the early part of the year had been running at or above the 1944 rate. For the second half of 1945 there are still outstanding commitments to export at least 78 million pounds of canned meat and 220 million pounds of bacon, as well as various other meat products and any available surplus of beef.

In the domestic market the demand for fresh meat was accentuated by the prohibition on sales of canned meat (see below), the call on poultry stocks to fulfill export commitments to the United States army and the continuing limitations on domestic supplies of canned fish.

Serious shortages developed at border points where United States citizens were buying meat in abnormal quantities.

The shortage of meats led to rising prices for live hogs and cattle so that their prices tended to move out of line with the ceilings for dressed meat. As a result, supplies were increasingly diverted from the large inspected slaughter houses to small slaughterers and local butchers, and indications of black markets began to appear in a number of centres.

This situation in turn affected the supplies available for export since very little beef was being offered for sale at floor prices and the procurement of hogs by the Meat Board for the United Kingdom had to be substantially reduced. Slaughterings normally reach their lowest point in the summer so that no improvement in the over-all position could be expected before the fall.

During the period under review, various attempts were made to improve domestic supplies and distribution and to ensure adequate exports.

Early in June the Meat Board was instructed by the Department of Agriculture to divert from its purchases of beef for the account of the United Kingdom up to 60 carloads a week for distribution in eastern centres. The intention was to remedy local shortages in the East by subsidizing the transportation of beef from the West. However, during the week ending June 16 only eight carloads were provided and in the week ending June 23, only one. These were the Meat Board's total purchases of beef in these two weeks.

In an attempt to provide more hogs for the domestic market, the Meat Board on June 11 reduced the quantity of hogs requisitioned for export to the United Kingdom. This step did not, however, have any material effect on the domestic supply situation.

In order to make available supplies of canned meat towards the fulfilment of the above mentioned export commitments, early in May stocks of canned meat in the hands of packers, wholesalers, chain stores and department stores were frozen. Most of these frozen stocks will be purchased by government agencies for export. Sales for Red Cross prisoner-of-war parcels, for ships' stores, and to persons in remote areas were still permitted. At the same time all further canning of meat and meat products by inspected packers had to be for export, or for sale to certain government departments, unless a special permit was obtained. This provision did not apply to poultry meat, baby foods and soups. It was expected that in this way over 90 per cent of the future meat pack would be made available for export.

Shortages of meat appeared in the United States at a time when the Canadian domestic situation was still satisfactory. As a result serious shortages developed at Canadian border points where United States citizens were buying meat in abnormal quantities. On May 25, at the request of the Mayor and City Council of Windsor, the government placed under permit control all exports of meat, including poultry, crossing the border at Windsor. No export permits were granted for individual purchases by visitors. In June, this arrangement was extended to all border points.

This export restriction included poultry since Canada had undertaken to supply during 1945 all surpluses of poultry up to a maximum of 30,000,000 pounds for the U.S. armed forces, and procurement for this program was disrupted by the large volume of purchases by individual visitors from the United States.

The above measures did not appreciably affect the general domestic situation which deteriorated steadily. Slaughtering decreased, complaints of shortages and illegal practices multiplied and overseas shipments could not be maintained, while at the same time, after V-E day, shipping became more easily available. At the beginning of July, therefore, the Government announced that slaughtering control and meat rationing would be re-introduced in order to maintain exports at the highest possible levels without causing a breakdown of orderly distribution and price control in the domestic market. It was indicated that the ration would be on a more restrictive basis than the meat ration in effect from May, 1943, to March, 1944, and would include all meats. As a first step the slaughtering of all livestock was placed under permit, and two meatless days a week were introduced in public eating places.

Oils and Fats

It was agreed at Washington that to meet the world deficit in oils and fats remaining after substantial stock reductions, the United States, the United Kingdom and Canada should reduce their consumption in proportion to their total usage of oils and fats. For Canada this meant an appreciable reduction in imports of animal and vegetable oils, while domestic production of lard was falling with reduced hog slaughtering.

Reduced vegetable oil imports made it necessary to reduce the production of shortening. In May, output was restricted, on a monthly basis, to 80 per cent of the average monthly amount distributed in 1941 to the retail trade, and 90 per cent of the amount distributed to bakers and other industrial users. Monthly quotas governing the use of oils and fats in various food products were also reduced.

Sugar

Cuts in the sugar consumption of the United Kingdom, United States and Canada were necessitated by the decline in production mentioned above and the need to provide a minimum of supplies for Continental Europe.

The decision taken at Washington was to reduce sugar consumption to an equal average level of civilian consumption in the three countries, namely an annual rate of 70.8 pounds per head for the last nine months of 1945. Compared with 1944 usage this involved a per capita cut of 18.2 pounds in the United States, 14.4 pounds in Canada and 0.7 pounds in the United Kingdom.

The reduced allocation necessitated sharp reductions in Canadian rations for consumers, restaurants and industrial users. The consumer ration for 1945 was reduced by a further 5 pounds per person (in addition to the 2 pounds reduction announced in February) by providing for a reduction of one pound in each of the months of June, July, August, October and December. The rations for September and November will remain at 2 pounds to permit a maximum of home canning and sufficient sugar for Christmas baking. The home canning allotment of 10 pounds of sugar or its equivalent in twenty preserves coupons, and the normal preserves ration were left unchanged.

Quotas for industrial users, which had already been reduced earlier in the year were further reduced from 75 per cent of 1941 usage to 60 per cent for bakers, from 70 per cent to 55 per cent for biscuit and breakfast food manufacturers, and from 65 to 50 per cent for others, such as manufacturers of soft drinks, candy, and confectionery. These reductions took effect on July 1.

Quotas for jams and wine manufacturers were also reduced. The allotments of restaurants, hotels, and similar quota users, which had been reduced by 10 per cent in January were cut by a further 15 per cent, effective July 1. The armed services agreed to substantial cuts in the sugar rations of service personnel.

Fruits and Vegetables

In contrast to meats, domestic supplies of fruits and vegetables were not affected by the world situation. Supply and price problems in this field reflected the influence of growing conditions in Canada and the United States on the one hand and of domestic demand on the other. The long period of cold and rainy weather during the three months under review retarded fruit and vegetable crops by several weeks so that in a few cases where maximum prices of fruits and vegetables were scheduled to decline in the period of heavy production,

the date of the price reduction had to be postponed.

Root Vegetables: The order setting maximum prices for beets, cabbage, carrots, parsnips and turnips was amended to postpone for two weeks the price reduction of $\frac{1}{2}$ cent per pound scheduled for July 1. These vegetables could, therefore, be sold during the first two weeks of July at the higher price set for June. This permitted the continued importation of supplies from the United States and the customary higher return to the early domestic producers.

A special arrangement had to be made to facilitate imports of carrots and cabbage during June, since a shortage was developing in Canada and supplies in the United States were not as plentiful as in the previous year. To permit the necessary imports maximum wholesale prices of carrots and cabbage were raised 1 cent per pound for the period June 5 to June 30 in the case of cabbage and June 5 to July 15 in the case of carrots. Retail prices were unchanged and the resulting "squeeze" was absorbed by retailers.

Potatoes: As in previous years a temporary shortage of potatoes developed during the period under review as stocks of the old crop disappeared before the new crop came on the market. The current shortage was intensified by the exceptional lateness of the crop and, as the repatriation of troops got under way by the increasing requirements of potatoes for ships' stores.

At the beginning of April it appeared that ample stocks of 1944 potatoes were available and the lateness of the crop was not yet apparent. The permit requirement for the export of potatoes to the United States was therefore suspended until the end of the month. At the end of the month the export permit requirement was reinstated and it was announced that no permits would be granted until domestic supplies had again improved.

In May, maximum prices for new potatoes were set at the same level as in the previous year. In order to relieve local shortages, arrangements were made, as in 1944, for subsidizing the transportation of potatoes from surplus to deficiency areas as well as imports from the United States. To assure that imports only took place where domestic potatoes were no longer available, import permits were required and were issued only on the approval of the Board. Imports were made during June as a result of close co-operation between the Board and the Wartime Food Administration in the United States.

With increasing troop movements, potato requirements in the Maritimes were exception-

ally high, and at the beginning of June shipments from the Maritimes to other parts of Canada were placed under permit to prevent any unnecessary drain of potatoes urgently required locally.

At the beginning of July, as the lateness of domestic crops became apparent, the date for the first seasonal reduction in producer prices was postponed from July 15 to July 22.

Fruits: Maximum prices for domestic strawberries and raspberries were set at the end of May at approximately the same level as in 1944, and as before, these prices were also applicable to imported berries in the period of domestic production. In all areas except Northern Ontario and Northern Quebec shippers' prices were established f.o.b. one of four basing points, instead of f.o.b. point of origin, in order to secure a single price level in each market. A seasonal reduction in maximum prices of strawberries was provided for in the Fraser Valley and in the Southern parts of Quebec and Ontario, but not in other zones.

As in the case of vegetables, the late strawberry crop made it necessary to postpone the scheduled price reduction. The date was changed from June 19 to June 26 in British Columbia and from June 24 to June 30 in Ontario and Quebec.

Maximum prices for cherries were set in June at the same level as that set for sweet cherries in 1944. Owing to the exceptionally small crop of sour cherries, which was almost a complete failure, prices of sour cherries were set at the same level as for the sweet varieties. Changes in the markup provisions were designed to secure more uniform retail prices regardless of the method of distribution.

Dairy Products

In May, the order setting maximum prices for cheddar cheese was revised to improve the enforcement of its provisions. The order had set the maximum price of highest quality cheese sold by manufacturers at 24 cents per pound, inclusive of a federal bonus of 2 cents, so that the maximum price to be paid by wholesalers was 22 cents. Many producers had, however, been selling their cheese at the price of 24 cents per pound, regardless of grade and bonus. In order to clarify the legal maximum price the new order stated the price for first grade cheese on a net basis, at 22 cents per pound, exclusive of federal bonus. The markup provisions for wholesalers and retailers were unchanged. The definition of a "wholesale distributor" was clarified to ensure that the wholesale markup was taken only by dealers who customarily perform the services of warehousing and distributing cheese.

Textiles

In the field of textiles, as in the case of food, the end of the European War brought an intensification rather than an easing of wartime shortages. World textile production, restricted by shortages of labour, had to meet large net demands from liberated areas, in addition to heavy military requirements for the Pacific War and increasing civilian demands. Canadian imports from the United Kingdom and the United States were restricted by these factors. In addition, shortages of labour for domestic production, requirements of demobilized servicemen and an inflated level of civilian demand operated directly to produce a threat of serious shortages in the domestic market.

Allocations of cotton fabrics from the United States and worsteds from the United Kingdom are lower in 1945 than in 1944, though still well above the prewar level. Domestic production of cotton fabrics has declined steadily since 1941, and production of wool fabrics has been dropping since 1943. Labour shortages, less skilled labour and high labour turnover contributed to this trend.

On the other hand, war orders were reduced considerably in 1944, so that civilian fabric supplies were well maintained in that year. In 1945, however, the decline in imports and to a lesser degree in domestic production, are reducing civilian supplies considerably.

Garment production has reflected the changes in fabric supply as well as labour shortages in some of the secondary industries. Civilian demand, on the other hand, has been increasing steadily since 1939, reflecting the growth of purchasing power. In the men's clothing field, this demand is being further augmented in the current year by the requirements of demobilized servicemen. In view of these trends, it became extremely important to ensure the most effective use of available materials, capacity and labour.

Production Directives

During 1943 and 1944 shortages in particular clothing lines had been averted or eased by the development of production programs involving specific directives to manufacturers and special efforts to improve labour supplies. Early in 1945, in anticipation of developing shortages, plans were made for extending the system of directive programs to all essential garments.

This comprehensive program, unlike the programs issued in 1943-44 involved a considerable degree of control over the produc-

tion and distribution of fabrics. The garment production programs were scheduled to absorb the bulk of available materials so that, in many instances, the normal pattern of fabric distribution had to be disturbed, supplies for less essential uses had to be reduced or denied, and fabric production had to be directed to the requisite lines and price ranges.

Production directives to garment manufacturers were issued in April and May and govern production during the second half of 1945 (some of the directives run from June 1 to December 1).

In the woollen field directives were issued for the production of women's and children's coats, suits, dresses, skirts and slacks, men's and boys' suits, coats, odd trousers, caps and work shirts, as well as boys' jackets. The quantities of these garments that manufacturers were directed to produce were determined in relation to production possibilities and essential current requirements.

The garment production programs were analysed to determine the types and quantities of fabrics required and, in addition, the yard goods requirements of the wholesale and retail trades were scheduled. On the basis of these requirements and of prospective imports, production directives were issued to woollen weavers and knitters. Garment manufacturers were given a Fabric Purchase Authorization and such authorizations were also given to certain essential industrial users and manufacturers of industrial and clerical uniforms. The mills were directed to ship fabrics only on war orders or orders authorized as described above. This system enables garment manufacturers to deal as far as possible with their normal suppliers; manufacturers unable to obtain their entire requirements report the deficiency to the Board and where possible an alternative supplier is designated.

Cotton garments under directive control include men's and boys' shirts, night shirts, pyjamas, shorts and combinations, women's and misses' dresses, blouses, slips, nightgowns and pyjamas, a variety of work clothing and children's garments. In the case of cotton garments it was necessary to ask manufacturers to report the types and quantities of fabrics they would need to meet the directives, and these requirements were reviewed by the Board before Purchase Authorizations were issued. The Board indicated to cotton mills the types and quantities of materials they were expected to produce. The mills were authorized to meet the needs of their

normal customers to the full extent of their quotas under equitable distribution in the case of war orders and industrial users, and to the extent of 85 per cent of their quotas in the case of garment manufacturers. The remaining 15 per cent of these quotas were used as a pool from which deficiencies reported by manufacturers working under directives could be met.

In the rayon field the output of certain articles of women's and children's clothing, including dresses, blouses, slips, nightgowns, pyjamas, panties, skirts, jackets, coats and suits, was placed under directive control. Caps were the only article of men's apparel included in the rayon directive program. The arrangements for the production and flow of fabrics were similar to those in the case of cotton.

The effectiveness of the expanded directive program can, at the time of writing, be judged only in the case of the new woollen directives, some of which have been operating since June 1. The program has tended to direct more fabric to essential lines and to restrict the flow to less essential ones. In the woollen field, manufacturers will receive only a small part of their import quota (if they have one) for the production of articles not under directive. In cotton they will be given 85 per cent of their normal allocation in the third quarter and possibly less in the fourth. The directive program has also resulted in a slight increase in fabric production, by requiring the bulk production of staple lines. It will undoubtedly tend to sustain and in some cases to increase production of essential garments.

Finally the programs have been designed to promote the maintenance of low and medium priced lines and of price-quality relationships. The directives issued to manufacturers stipulate that garments must be produced in 1942 price ranges (in some cases 1943 price ranges) with the same proportionate volume in each price range as in that year. Periodic reports of production, by price ranges, are furnished by manufacturers.

Price Problems

Control over price and quality at the retail level was further reinforced by an order issued in April which regulated the labelling of most garments and invoicing of all fabrics and garments. The order provided that when the garments specified are offered for sale, the name, trade mark or licence number of the manufacturer, as well as the style number and size, must be shown on each garment

or on a label or tag attached. Such provisions had been written into previous pricing orders but had only been applicable to garments manufactured after the effective date of the respective order, so that enforcement was hampered by the difficulty of proving the date of manufacture. The new order applies to all specified garments no matter when they were manufactured.

Another provision of the same order was designed to prevent the inequitable distribution of fabrics through manufacturers of wearing apparel who might have stocks of fabrics in excess of their requirements, selling such excess stocks to wholesalers or other manufacturers. The order prohibited such sales unless they were authorized by the administrator having jurisdiction in the seller's sphere of production. Invoicing requirements which had previously been applicable only to certain specified garments, were extended to all textiles and garments.

Early in the year the Board began a review of the maximum prices of men's shirts which had in many instances got out of line with basic period values. As a result of this review new maximum prices were fixed for all shirts, pyjamas, and flatcut underwear, each manufacturer's prices being determined by his actual performance in 1941. In May, all established maximum prices for these garments were cancelled and revised price fixations were issued. It was expected, as a result, that when dealers had disposed of old stocks there would be a reduction in the retail prices of many lines.

Distribution

At the beginning of May the Board introduced a plan designed to help discharged service personnel obtain a suit of civilian clothing without delay. At the time of discharge each serviceman or servicewoman is issued a "Priority Suit Purchase Certificate" entitling the bearer to priority in the purchase of a suit of civilian clothing. Retailers were encouraged to sell suits to those presenting these certificates, in preference to other buyers, since they could obtain replacement of suits sold against such certificates in addition to their quota of supplies under equitable distribution. The plan applied to both ready-to-wear and made-to-measure suits.

After V-E day it became evident that the rate of discharge would be greatly in excess of the rate expected when the priority plan was introduced. Further steps were therefore taken to limit sales to civilians so as to ensure that a definite proportion of total supplies would be available to demobilized per-

sonnel. An order issued at the beginning of July provided that a retailer could obtain only 65 per cent of his normal quota of suits in the usual way, while the remaining 35 per cent could be obtained only by passing on

Priority Certificates obtained on sales to demobilized service personnel. Retailers selling more than 35 per cent of their quota against certificates can obtain replacement in excess of quotas.

Durable Goods

Supply Problems

The cutbacks in war production accompanying the end of fighting in Europe made more metals and production facilities available for use in the manufacture of household appliances and other durable goods. In accordance with the government's policy of relaxing controls as rapidly as conditions justify and bearing in mind the desirability of removing purely restrictive controls at the earliest feasible time in order to allow producers freedom to make their plans for reconversion, the Board soon after V-E day, revoked most of the remaining restrictions on the manufacture of these goods as well as the remaining orders requiring the simplification or standardization of products. At the end of the period under review the only remaining restrictions on the production of metal articles were those applicable to metal office equipment and metal containers, and a modified system of control over the production of farm machinery. The distribution of certain kinds of farm and construction machinery, small arms ammunition and metal containers remained subject to control.

Household Appliance and Commercial Equipment

On May 14 the Board announced the revocation of a number of orders restricting the manufacture of various durable goods, mainly household and commercial appliances. The articles concerned included bicycles, washing machines, vacuum cleaners, sewing machines, commercial refrigeration, air conditioning, laundry and dry cleaning equipment and office safes. Later in May restrictions on the production of commercial electric equipment, such as waffle irons, toasters, broilers and dishwashers were withdrawn, as well as restrictions on the manufacture of electric stoves and domestic non-mechanical ice boxes. In June the prohibitions on radios and phonographs and on electric refrigerators were withdrawn. Some of these appliances, notably washing machines and electric stoves, had previously been produced in small quantities under special programs. Others, such as radios and refrigerators, had not been produced at all since 1941 or 1942.

The removal of restrictions meant that "programming" by the Board was discontinued

and that manufacturers could expand production as rapidly as they were able to reconvert their plants and to obtain labour and materials. While the supply of metals in general eased considerably with the reduction in war requirements there were still shortages of certain types of metal, particularly steel sheet, which were likely to restrict production for some time. The shortage of steel sheet was the reason for the maintenance of production controls on office equipment.

In obtaining materials and components from the United States which are still in short supply, Canadian manufacturers will receive the same priority treatment as United States manufacturers of civilian appliances. Under an arrangement worked out with the U.S. War Production Board early in July, Canadian manufacturers will receive the same type of priority assistance as the United States manufacturers on an agreed proportion of the number of units of any product programmed in the United States. The allocation of this priority assistance in Canada is to be handled by the Priorities Officer in the Department of Munitions and Supply, with the Wartime Prices and Trade Board acting in an advisory capacity.

The supply of labour for the production of appliances is likely to increase as war contracts are reduced and as demobilization proceeds. In general it is expected that the output of appliances will increase steadily in the second half of 1945 and in 1946.

Farm and Construction Machinery

Cutbacks in munition production made it possible to increase the farm machinery production program for 1945-46 and to relax controls considerably.

Early in 1945 it had been expected that production quotas for the 1945-46 season would have to be 27½ per cent lower than in 1944-45, since such a reduction had been planned in the United States owing to the heavy volume of war requirements. Just before V-E day, however, it was announced that plans had been revised, and in conjunction with U.S. production authorities quotas were set at about 100 per cent of the previous year's level. Restrictions on the manufacture and import of repair parts were removed completely.

After V-E day controls over production were further relaxed and the system of setting production and import quotas for each item was abandoned. The larger producers (those whose sales amounted to \$500,000 or more in 1941) were required to obtain the Administrator's approval of their production schedules, but smaller producers were free to produce without restriction. The Board continued its arrangement with the U.S. War Production Board under which sufficient materials for 100 per cent of 1944-45 production will be made available to Canadian manufacturers in 1945-46. It is expected, however, that manufacturers will be able to obtain additional materials on their own, and that output may reach 130 per cent of the 1944-45 level.

Permit rationing of farm machinery was continued since shortages of particular items still prevailed. Though a good many articles were taken off the ration in June, rationing was maintained on 25 items including a number of very important lines still in short supply.

Restrictions governing new and used construction machinery were greatly relaxed following V-E day. Controls over production were removed and the requirement of a permit for the purchase of new equipment was restricted to a few types. Owners of such equipment were no longer required to register it with the Board.

Construction Materials

In line with the government's housing program considerable efforts have been made by various departments, including the Board, to relieve the serious shortage of building materials. Cast iron soil pipe, lumber, brick and tile and certain plumbing fixtures are some of the materials in which the shortages are most serious. There are no government regulations restricting the output of these materials and in nearly every case the shortage is due to lack of the necessary labour. In spite of the efforts made to obtain additional labour, production in the first half of 1945 showed little improvement over the second half of 1944.

In May the government established the Interdepartmental Housing Committee consisting of representatives from the various departments concerned with housing and shelter, including the Chairman of the Wartime Prices and Trade Board. This committee replaced the Housing Coordination Committee established in 1942, and was intended to coordinate the activities of the departments concerned, in furtherance of the government's policy of assisting in the provision of essential housing and procuring materials and equipment. The

Building Materials Sub-Committee of this interdepartmental body, under the chairmanship of the Board's Coordinator of Capital Equipment and Durable Goods, has met with members of the building materials industries and studied their requirements. Recommendations have been made to National Selective Service regarding the direction of labour to firms in these industries in order to increase production.

The removal of the sales tax on building materials after V-E day (see p. 1098) was expected to have the effect of facilitating increased production on the part of firms whose output had been inhibited for financial reasons, enabling such firms to compete more effectively for available labour. It may be expected that as demobilization proceeds and skilled men are released from war production the output of building materials will improve.

Metal Containers

Quota controls on the uses of metal containers were maintained in operation since supplies of tinplate were still restricted. In May, additional temporary restrictions were imposed on the canning of various products in the period May-September, to ensure sufficient supplies both for the large quantities of canned meat required for export to Europe (see p. 1091) and for the canning of fruits and vegetables in the summer months.

Price Problems

The resumption of the production of household appliances and other durable goods meant that the Board was increasingly faced with the problem of setting maximum prices for goods that had not been on the market for some time. In pricing these goods the starting point is, of course, the basic period price. A number of manufacturers have contended, however, that they can no longer produce at 1941 prices, citing wartime increases in the costs of labour and imported materials, as well as increasing overhead costs resulting from a decline in total production as war orders are cut back. It has not been possible, however, to indicate conclusively the extent to which different manufacturers would suffer financial need at basic period prices, since there is no recent production experience on which estimates of prospective costs could be based. Moreover, a significant part of this cost increase is probably of a temporary character and in a great many cases should be gradually corrected as shortages of materials and labour ease.

It has therefore been difficult to apply the Board's usual procedure for pricing "new"

goods and for considering adjustments on the basis of "financial need" to the pricing of these "reconversion" goods. Moreover, with the limited staff at the Board's disposal it would have been out of the question to make the necessary financial surveys for the multitude of goods and components included, even if the necessary data could have been obtained which, in most instances, was not the case. At the same time, in view of the importance of a smooth transition to civilian production, it was essential that maximum prices should be established without undue delay.

The Board has thus been faced with a difficult pricing problem. Its task has been much facilitated by the government's decision to reduce or remove the special excise taxes on many of the articles involved. This decision was announced by the Acting Prime Minister on May 10 in his statement on wartime controls:

"To encourage and facilitate the rapid resumption for the home and export markets and the expansion of employment in house-building and non-war industry, the government has decided to discontinue or reduce to lower levels certain taxes which have been imposed for purely wartime purposes. The taxes affected were enacted prior to the imposition of the price ceiling and their modification at this time will go far toward making possible the realization of the objective already announced by the Wartime Prices and Trade Board, viz., that civilian goods whose production has been interrupted by the war should reappear on the market at 1941 basic

period consumer prices. The change will also facilitate the increase in supplies of building materials and encourage industrial modernization and expansion. Specifically, the special excise tax of 25 per cent on household electric and gas appliances has been repealed. The special excise taxes on passenger automobiles, radios, phonographs and cameras have been reduced to 10 per cent. The sales tax on building materials, which had been removed before the war and reimposed in 1941, has once more been removed. The War Exchange Tax, imposed for temporary purposes in 1940, has been rescinded insofar as it applies to producers' machinery and equipment and to building materials."

These tax reductions enabled the Board to maintain basic period ceiling prices for household appliance and motor vehicles, the production of which is now being resumed. While no corresponding price reductions were required where the tax was included in the basic period price—and as pointed out above the additional help thus given to manufacturers in meeting costs will greatly reduce the need of upward price adjustments—it is expected that manufacturers who do not require the full amount of financial relief available to them as a result of the tax changes will reduce their prices below the ceiling level. Indeed, a number of significant reductions have already occurred in the prices of building materials. As supplies increase and competition becomes keener, it is probable that the benefit of the tax reductions will, to an increasing extent, be passed on to consumers.

Paper

The outlook for pulp and paper supplies improved appreciably during the period under review. The response of farm workers and others to the appeal for labour in pulpwood cutting during the winter had increased the cut as compared with the previous year. High water levels in the spring made it possible to float the logs to the mills and brought in logs that had not reached the mills owing to low water levels in 1944. In spite of this improvement supplies of pulp and paper were still short in relation to requirements and quota controls over their use were maintained, although relaxed in some cases.

Newsprint

In May it was announced that wood supplies would permit an overall increase of 5.6 per cent in the production of pulp and paper in the second half of the year. The third

quarter allocation of newsprint for the United States was raised from 200,000 tons per month to 220,000 tons. The pulp allocation was set at 270,000 tons for the quarter compared with a previous allocation of 250,000 tons in each of the first two quarters. Quotas of newsprint for Canadian publishers were similarly increased.

Paperboard

Revisions in military demand made it possible to increase certain use quotas for paperboard in June although overall allocations to box manufacturers remained unchanged. Prohibitions on the use of paperboard in packaging certain articles were removed and quotas were established for these purposes.

Simplification Orders

While quota controls over pulp, newsprint, fine papers and paperboard were maintained,

it was possible to remove most of the remaining simplification orders and prohibitions concerning the manufacture of particular paper products. Some of these had been introduced before the establishment of quota controls, while others had been designed primarily to reduce costs rather than to conserve materials. Among the orders that were withdrawn in

May and June were those simplifying cardboard containers, packages for chocolates and confectionery, envelopes, greeting cards, cake cartons, beer bottle cartons, paper bags and other products. Restrictions on the weights of paper used in envelopes and paper bags were continued.

Rentals and Shelter

In the period under review there was no appreciable relaxation in the demand for shelter in congested areas, though the disturbance caused by moving day on May 1 was reduced by the operations of the Emergency Shelter Administration. After V-E day the return of demobilized men caused considerable pressure on railroad and hotel facilities and intensified the housing shortage in many areas.

Moving Day, May 1

One of the main results of the operations of the Emergency Shelter Administration has been to reduce the influx of newcomers to congested areas through the requirement of a permit to move into a residence. In addition, the fact that these areas are officially scheduled as "congested" has discouraged potential newcomers from attempting to move in. The reduced influx made the problem of moving day less difficult.

In April the Emergency Shelter Administrators in Hamilton, Ottawa and Hull ordered the registration of all vacant dwellings. A similar requirement was already in force in Toronto.¹ It enabled the Administrator to locate potential accommodation and to persuade owners to take in tenants, using his power of compulsion in one or two cases. This plan also helped to reduce the pressure on May 1.

The special authorization permit required for residents of a congested city wanting to move to a new house or apartment in the same city had some effect in preventing families from moving into larger accommodation. On the other hand, it required a great deal of administrative work and delay, and in Ottawa, Toronto, Hull and Hamilton it was found that the benefits did not justify the administrative difficulties involved. Since June 15, therefore, residents of these cities who were in the city on the date on which Emergency Shelter Regulations became effective have been free to move without a permit. In Victoria and Vancouver the internal control has been continued for the present.

¹ A similar requirement was introduced in Vancouver in July.

Problems of Demobilized Servicemen

The return of increasing numbers of servicemen in May and June raised many new problems in the field of shelter and rent control. Demobilized men living in congested cities and those that were eligible for permits to move into these areas were given priority in the allocation of available accommodation by the Emergency Shelter Administrations.

At the end of May the rental regulations governing the termination of leases for housing and shared accommodation were modified to expedite the recovery of accommodation owned by veterans. A veteran who had owned the accommodation at the time of his induction or, in the case of a veteran's wife at the time of her husband's induction, may give the tenant notice to vacate. The minimum length of notice is generally three months, but in the case of an apartment or duplex, six months' notice is required, and the notice, in the case of a monthly or weekly lease, must not be timed to terminate in the winter months. The same provisions apply where the landlord's father, mother, son, son-in-law, daughter or daughter-in-law is a veteran who occupied the accommodation at the time of his or her induction and desires to return to it for at least one year. These provisions represent an appreciable relaxation compared with those generally applicable, which required a minimum of six months' notice and included special restriction in the case of apartments and duplexes.²

Hotels

With the repatriation of increasing numbers of servicemen congestion of railroad and hotel facilities became an increasingly serious problem. To relieve the pressure the Board took steps to reduce the space taken up on trains and in hotels by large conventions. In March

² On July 25 an order was issued prohibiting the serving of further notices to vacate to tenants of housing accommodation where the landlord desires possession for himself or a member of his family. The new order, No. 537, also suspends and stays all outstanding notices to vacate given for the above reason, subject to a review of the case by the Court of Rental Appeals. These provisions do not apply in the instances discussed above when the accommodation is required for a returned serviceman.

arrangements were made with the larger hotels in Montreal, Ottawa, Toronto and Vancouver by which the space provided for conventions in any hotel would not exceed 10 per cent of total bedroom space and delegates would be required to double up in rooms so that every bed would be occupied. Since conventions were under permit control in the United States it was arranged that no convention planned in the United States and ineligible for a permit there would be accepted by these Canadian hotels.

In June the increasing congestion made it necessary to take further measures. On June

16 the government issued an appeal to hotels and the public to cancel all conventions and to avoid railway travel so far as possible. The Prices Board instructed the large hotels to cancel all convention bookings between June 20 and July 20, on the understanding that the situation would be reviewed in the meantime.*

*As the repatriation of servicemen was speeded up the Board reinforced the above arrangements by a formal order issued in July, which prohibited conventions involving more than 50 persons in travel by rail, bus or air and restricted hotel space in congested cities available to members of conventions or organized travel groups to 10 per cent of sleeping accommodation.

Survey of Canadian Homes

RESULTS of a survey of Canadian homes were recently announced by Lever Brothers, Limited. The survey involved personal consultation with several thousand housewives. This work was done by 135 specially trained interviewers and included "careful observations on a complete tour of the house, as well as the answers given to questions asked of the housewife." The stated purpose of the survey was not so much to secure information about external architecture or "collections of chromium and plastic automatic gadgets" as to ascertain existing conditions in Canadian housing "in terms of shelter, feeding and cleaning." Utilities, services and facilities such as heating, water, lighting, equipment, etc. were dealt with as they affect these primary functions.

Kitchen Equipment

It was found that three out of five homes have dining rooms, but three out of the four families who have dining rooms eat in the kitchen all the year around—still more in the winter.

Cooking practices differ seasonally throughout Canada, but "even in summer only two-thirds of urban homes cook with either electricity or gas," and "some 86 per cent of farm housewives stand over ranges—for wood, coal or sawdust—to cook the meals for those extra large farm households."

More than half of all families do their laundry work in the kitchen. About 25 per cent of urban houses and six per cent of farm homes have laundry facilities in the basement. Some do their laundry work in the bathroom or in porches or sheds. Commercial laundries get more work in the winter indicating a need for efficient driers.

Many Canadians take their baths in the kitchen; eight per cent in urban areas, 36 per cent in non-farm rural areas and 39 per cent in farm areas. In cities, one house in fifty and in rural areas, one in a hundred had people sleeping in the kitchen.

Although kitchen sinks are generally regarded as essential for the cleanly preparation and serving of food, one in 33 urban homes, one in eleven non-farm rural homes, and one in six farm homes have no sink. Moreover, one in fifty of the urban sinks and one in seven of the farm sinks have no drains or taps. Three in five farm sinks have no taps.

Refrigeration and Electricity

Refrigeration, as important for some foods as heating is for others, is far from adequate. One in five urban families is still without either ice or mechanical refrigeration, at any season of the year. Two out of five village families and two of three farm families are in the same plight.

In spite of the fact that half of the farms surveyed have electric power, six out of seven farmers' wives cook on wood or coal ranges. Even in cities, where electricity and gas are almost universal, one woman in three, living in low and medium-cost houses, cooks with coal or wood.

The survey "throws new light on the way in which housing answers the basic needs of the family for shelter, food and cleanliness, and is suggestive also in regard to safeguarding health and answering the emotional needs for comfort and a measure of happiness. If family well-being is to be fostered, the houses to be built must meet standards of quality," according to the report.

Technically Trained Persons in Post-War Industry

Wartime Bureau of Technical Personnel Conducts Special Survey

IN its monthly bulletin for June, 1945, the Wartime Bureau of Technical Personnel outlined the activities of the Bureau with reference to the placement of technically trained persons in post-war industry.

The Bureau has for some time been engaged in a survey of nearly 34,000 technical persons in Canada with a view to the utilization of their special qualifications in post-war reconstruction and to facilitate rehabilitation of those presently serving with the Armed Forces.

So far it has been found that 12,486 of the 34,000 technical personnel being surveyed, are engaged in positions which will last only for the duration of the war, that is, they are in the Armed Forces, in war industry or in other positions directly related to the war effort. The remainder are considered as regularly employed, having been in most cases employed prior to hostilities in their present posts in essential public services and industry.

In order to place in regular peacetime positions those technical personnel with the Armed Forces and in wartime occupations, a canvass of all employers in industry is being conducted. This allows the Bureau not only to place those men being currently discharged from the Forces, but by means of the survey which includes estimated manpower requirements of this type, for (in many cases) the ensuing ten years, the problem of industrial reconstruction as a whole can be better met. It is estimated that some 5,000 men from the Armed Forces will be available for placement in permanent positions of a technical and scientific nature when all hostilities are at an end.

The survey has disclosed that there will be 175 qualified geologists available for employment in the mining industry when demobilization has been completed.

During the war in Europe a high proportion of male university science graduates enlisted in the technical branches of the Armed Forces, given top priority by the Wartime Bureau of Technical Personnel. Those who were not going into the Forces were directed to high priority industrial and governmental occupations.

At May of this year 545 permits to take positions in high priority industry had been issued to this year's University graduating classes of technical personnel. In addition, 113 were

entered to qualify for technical appointments with the Forces and signed for the Pacific War, and 147 students with one more academic year to complete before graduation went into Naval and Military training for the summer. Their services are designed for the war against Japan if required for this purpose upon graduation in the spring of 1946.

Besides the above, other fields entered by the students graduating this year include chemical, electrical, mining and forest products industries, machinery, textile and aircraft manufacturing industries, food processing and production, construction and public utilities, and duty with the National Research Council of Canada.

Special Survey of Technical Personnel

Concerning the special survey of technical personnel, the bulletin states:

"The main task undertaken in June as part of the survey was to break down the numbers, first of technical personnel in the Armed Forces and secondly of all the technical persons on record, into age groups and fields of specialization. The figures thus obtained for those in the Armed Forces give an immediate indication of the size of the supply that can be expected in each branch of engineering or science due to demobilization. At the same time, by taking account of age groups, information is obtained as to the various amounts of experience which these people may be expected to possess. With the available supply determined, comparison can be made with the demands which may arise in industry, due to the desire of many employers to rebuild their staffs of engineers or scientists with a certain proportion of men coming out of the Armed Forces. A canvass by the Bureau of such demands has been under way for some time, and the information is being gathered as rapidly as employers' plans take shape and are made known to the Bureau's officers either at Ottawa or in the Regional Offices.

"As technical persons leaving or about to leave the Armed Forces approach the Bureau for counsel regarding civilian employment, it is possible to lay before them a very comprehensive picture of the employment field as it applies to the particular degree of skill and length of experience of the individual concerned.

Factors Affecting Placement

"The complete survey of all technical persons on record as to age groups and type of training and experience is of great value from the point of view of long range planning, apart altogether from its bearing on the handling of the 'resettlement' problem. For example, the extent to which employment opportunities will exist for the numbers of students who are taking or will take university training in engineering or science as part of the rehabilitation program is definitely affected by such factors as the numbers of technical persons who will have to be replaced due to age in any future period. Other important information which comes to light as a result of this part of the survey deals with the extent to which different branches of engineering or science have received more or less attention due to the shifting demands of industry over the past several decades.

"Taking two branches of engineering for examples, it is found that 40 per cent of the civil engineers registered are 55 years of age or over and 21 per cent are under 35. At the other extreme, only three per cent of the chemical engineers recorded are 55 years of age or over and 65 per cent are under 35. While these figures are indicative of an actual change in relative demand in the past, it is quite possible that there should be at least some reversal of this trend, if future needs are to be adequately met. This affects the whole field of engineering education, but no useful solution can be attempted until there is also available some long term forecast as to the

numbers and proportions of various types of technical persons which will be required by operations still very much in the planning stage.

Rehabilitation

"In connection with the rehabilitation of service personnel, the Bureau has naturally stressed that part of its operations having to do with actual employment openings. There are, however, a number of other ways in which it has been possible to render useful assistance. One such undertaking was the attendance of an officer of the Bureau at each of the 14 classes given at the R.C.A.F. Counsellor School at Rockcliffe for the purpose of giving a brief review of engineering as an occupational field.

"A second project which the Bureau undertook was the preparation of a booklet on engineering for the Canadian Legion Educational Services' series, known as 'Let's Consider Jobs'. At the same time, assistance was rendered to the Air Force in the preparation and editing of an occupational monograph as one of a series in wide use by R.C.A.F. Counsellors. Another minor task was the review of a draft precis dealing with the functions of the Bureau for the Staff Training Branch of the Department of Veterans Affairs.

"In all these and other related tasks, it was found that contacts made with the Armed Forces during the period the Bureau was assisting in meeting their manpower needs were most valuable in developing close and efficient co-operation."

Summer Courses Conducted by Workers' Educational Association

Annual Sessions at Port Hope, Ontario, and Ocean Park, B.C.

THE Workers' Educational Association's Labour College at Port Hope, Ontario began its season's work on Saturday, June 30 and will continue in operation until Labour Day. This college is the first of its kind in Canada. The voluntary nature of the Association is carried out fully. During the college sessions the only paid staff is the cook and her assistant. Administration is directed by a council consisting of the Chairman of Committees elected by and from among those in attendance, at their first meeting each Saturday night. Each chairman is responsible for certain duties to be carried out daily. For example, the chairman (or chairwoman) of the dining room committee appoints the waiters who set the tables and serve the food,

clear the tables and assist in washing the dishes. The chairwoman and chairman in charge of the women's and men's sections respectively are responsible for good order in these sections. Other chairmen look after the grounds, recreational activities and the library and one edits the school wallpaper, "The Sunburn".

Objectives of College

"The purpose of the Labour College", as indicated by the Director, Mr. Drummond Wren, "is to give working men and women an opportunity of learning to live together in a community; bringing together those with similar problems from various cities and different unions as well as the unorganized

workers; to break down petty prejudices that we acquire when living isolated from others who make up our Canadian nation, by bringing together in our 'league of nations' at Port Hope men and women of different racial extractions and various political and religious beliefs." In short, the W.E.A. Labour College endeavours to provide a practical demonstration of Canadian unity.

The rehabilitation of the property at Port Hope as a Labour College centre has been accomplished by the voluntary work of skilled artisans from a number of unions, and the membership of the Workers' Educational Association, who came each year and spent their week-ends prior to the opening of the College, from Toronto, Oshawa, Belleville, St. Catharines and Hamilton. Therefore, not only is this school conducted on a voluntary basis, but the buildings around the "shell" which the Association acquired have been created by voluntary labour.

W.E.A. College in British Columbia

Following the example of the Association in eastern Canada, the Workers' Educational Association in British Columbia has just completed its second annual summer school. This has been conducted at Ocean Park, B.C., for a ten-day period, with approximately 150 workers in attendance. Included among those 150 was a group from Seattle A.F. of L. unions with the Seattle Repertory organization which carried out the democratic features of all W.E.A. work—the "property man" in one skit might be the "leading man" in the next skit. In British Columbia a program similar to that carried on at Port Hope was conducted.

Labour leaders in British Columbia, including representatives of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Trades and Labour Congress of Vancouver, and the International Woodworkers of America, took an active part in the school at Ocean Falls.

Nature of Programs

To illustrate the nature of the programs carried out in these colleges, the activities of the first two-week session at Port Hope provide interesting sidelights.

"There were forty-eight auto workers in attendance, members of the United Automobile, Aircraft and Agricultural Implement Workers of America during the first week, and thirty-five during the second week. The first week began with Professor Ray Birdwhistell, University of Toronto, discussing with the

group matters pertaining to the function of the trade union in its relationship to the community.

"During the remainder of the 14-day period, the group devoted their attention to talks and discussions on labour-management relations, collective bargaining, job evaluation and incentive wage plans, international trade and full employment, public and private enterprise, and the duties and responsibilities of union officers. Two approaches were made to these problems; one through the medium of capable university instructors and experienced labour leaders giving talks followed by discussion—the other, by members appointed from among the groups to present a question for discussion by the group. This was followed by a demonstration. For instance, arising out of a discussion on grievance procedure, a grievance was written up, and it was carried through the grievance procedure provided for in a union collective agreement. Some members of the group represented the union, and the "grievor", and others represented the several stages of management. When a mistake was made, the performance was halted while it was discussed generally. This procedure was carried right through to a Board of Arbitration. On another occasion, following a discussion of Board of Conciliation reports contained in the *LABOUR GAZETTE*, the group enacted a break-down of negotiations with the Company for the conclusion of a collective agreement; they demonstrated the appeal to the Labour Relations Board for intervention, the setting up of a Board of Conciliation, and the hearing at a Board of Conciliation.

"At later sessions greater emphasis will be placed on the general problems confronting Canadian workers, rather than on the union problems. During the remainder of the season further consideration will be given to the Dominion Government post-war program, including National Health Insurance, reconversion to peace-time industry, maintenance of the national income and full employment, taxation and international trade, labour legislation, and similar topics. Adequate time will be devoted to Workers' Educational programs in each community, and the setting up of education committees within organized labour and the planning of programs for these. Sociologists will give the background talks on such questions as racial and religious discrimination."*

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* This report is a digest of notes supplied by Mr. Drummond Wren, of Toronto, Director, W.E.A. College, Port Hope, Ontario.

Seamen's Welfare in the United Kingdom

Extensive Study Conducted by Committee

THE Report of the Committee, appointed in November, 1943, by the Ministers of Labour and War Transport of the United Kingdom, to consider the welfare of seamen in ports in Great Britain, was published in January, 1945. The Committee included representatives of the shipowners, the National Union of Seamen, the Navigators' and Engineer Officers' Union, King George's Fund for Sailors and the Society of Incorporated Accountants.

The Committee was to consider the provision to be made for the establishment and maintenance of seamen's clubs (which term includes both residential and non-residential establishments), and the co-ordination of appeals for funds to be made to the public on behalf of seamen. In considering these matters, regard was to be had to the Government's acceptance, in 1938, of the Recommendation (No. 48) of the International Labour Conference concerning the promotion of seamen's welfare in ports (L.G. 1936, p. 1009).

Work of Voluntary Organizations

The Report points out that before 1940 only voluntary organizations played any effective part in seamen's welfare and neither the Government nor the shipping industry (a term including both shipowners and seafarers) came into the field to any extent. The Government's role was confined to control of seamen's lodging-houses under the Merchant Shipping Act and that of the shipping industry to participation by individual shipowners in the work of the voluntary organizations, through financial aid and work on local committees.

Voluntary organizations provided Sailors' Homes, managed by local committees which tried to make them self-supporting, and hostels of the religious bodies, generally established as annexes to churches or chapels. The increasing tendency of certain societies to separate the operation of hostels from the religious side of the work was approved by the Committee which believes that better service in both fields will result.

The British Council for the Welfare of the Mercantile Marine, organized in 1927 to promote welfare on broad lines, had formed, with other associations, a National Joint Committee which encouraged the formation of voluntary port welfare committees. King George's Fund for Sailors was established in 1917 to collect and distribute money to the societies working for naval or merchant seamen and their dependents, and to induce the

existing societies to co-ordinate their activities and to keep accounts in satisfactory form. In 1931, the Fund sponsored the organization of the Representative Council of Seamen's Missions and Sailors' Homes to prevent overlapping.

The Report emphasized the important stage in seamen's welfare marked by the adoption of the International Labour Recommendation (L.G. 1936, p. 1009). The Recommendation was accepted by the British Government in 1938 and in the following year the Ministry of Labour, in co-operation with the Mercantile Marine Department of the Board of Trade, made a survey of conditions in the principal ports. Following consultation with other Government Departments and with organizations of shipowners and seafarers, machinery was set up to implement the Recommendation.

Functions of Port Welfare Committees

The machinery consisted of a Seamen's Welfare Board, Port Welfare Committees, Seamen's Welfare Officers and a Central Consultative Committee of the voluntary organizations. The Board was to advise the Minister concerning the welfare of seamen in British ports and of the crews of British ships in overseas ports, including co-ordination of welfare work in ports, hostels and recreation facilities, health and the financing of seamen's welfare work in general. It was composed of representatives of the Government, of organizations of shipowners, officers and men, and of the voluntary organizations, together with a medical expert.

The Port Welfare Committees in the principal ports included representatives of shipowners, officers' and men's organizations, of the voluntary organizations, the local authority and the foreign consular corps. Their duties were to carry out the Recommendation locally, to collect information on port conditions, advise concerning measures for their improvement, and collaborate in carrying them out. The Committees were also to develop co-operation between British, Allied and other welfare organizations and to place the experience of the voluntary organizations at the disposal of all who were working in the interest of seamen.

Seamen's welfare officers at the principal ports carried out the policy of the Ministry of Labour and National Service, as recommended by the Seamen's Welfare Board and the Port Welfare Committees. They were full-time officers of the Ministry, who acted

as secretaries to the Port Welfare Committees and assisted in co-ordinating the efforts of seamen's welfare organizations. They also worked in close association with the regional officers of other Government Departments and with the local authorities and were responsible particularly for ensuring accommodation and recreational facilities in their areas.

Finally, the Central Consultative Committee of the voluntary organizations was to place their knowledge of special problems at the disposal of the Minister of Labour and National Service.

The Report points out that this machinery brought about a measure of co-ordination, higher standards of accommodation and recreation, and new types of residential and non-residential clubs. These include the Merchant Navy Houses and Clubs established by the Government. In some of the former, accommodation was provided for married couples, and to the Clubs, wives and women friends of seafarers were admitted. Waiting-rooms with canteens were also set up for seafarers attending the Merchant Navy Reserve Pool Offices and Rest Houses for Merchant Seamen suffering from the strain of war service.

Suggestions for Future

As regards the future, the Committee's principal recommendation is that a Merchant Navy Welfare Board, representing equally shipowners and seafarers, should be created by statute to replace the Seamen's Welfare Board of 1940, and deal with matters relating to temporal welfare. Believing that the income of the Board should be found by the shipping industry, the Committee suggests a maximum weekly contribution of 6d a head, shared equally by shipowners and seamen. This levy would be made on personnel domiciled and hired in the United Kingdom for ships registered there. The Committee considers that a contribution to the capital expenditure incurred by the Board should be made by the Government and suggests that 75 per cent of the total of such expenditure be granted. It is recommended that the Board should have power to make a continuous review of port conditions, to decide what clubs and other amenities are required, to close clubs which are redundant or not up to standard, and to prescribe standards of accommodation, meals, prices, etc. In order that voluntary organizations may be fully consulted, the Board should set up a Standing Joint Advisory Council representing the Board and the voluntary organizations. The

latter would be registered by the Board and only those on the Board's list would be allowed to appeal to the public for financial assistance. The Committee believes that, as far as possible, national appeals should be made under a central distributing body.

The Committee also recommends that voluntary organizations should have the right to appeal to an arbitrator from decisions of the Board regarding such matters as closing of premises, refusal to open such premises, refusal of registration or of permission to appeal for funds, or the fixing of standards of prices or accommodation; that the present system of Port or Regional Welfare Committees in all important port areas should be continued and that Regional Welfare Officers should be appointed to link the Board with the Regional Committees.

Additional recommendations of the Committee were: that in every port where a club is needed there should be at least one where beer can be obtained in decent surroundings; that accommodation should be provided for married couples and that wherever practicable a merchant seaman should be able to take his wife or a female relative or friend into the clubs; and that separate residential and recreational facilities should be provided for the "under-twenties" wherever possible. Recommendations were also made for the provision of clubs for Indian and Chinese seamen, under supervision of the Board, and for welfare facilities for Colonial and other seamen not resident in the United Kingdom.

The Report stresses the need for giving full effect to the provision of the International Labour Convention which urges that all who administer funds for seamen's welfare not to concern themselves with seamen of a particular nationality but to provide for them "irrespective of colour, creed or race."

The Report points out that, in spite of recent developments,

it is still a general principle in this country that as far as possible the functions of Government should be confined to those of a regulative character, and that it should not intervene directly in the affairs of individual industries if a reasonable alternative can be provided. The Government cannot escape from its responsibility under Recommendation No. 48, but it is better that it should not assume executive responsibility and should be in an independent position. We feel sure that the help of the Government within reasonable limits will always be available to the new organization and that it will watch sympathetically the progress of its development.

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:—

International Malleable Iron Company, Limited, Guelph, Ont., and United Steelworkers of America, Local 3000.

Saskatoon Cartage and Warehouse Company, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 189.

McKee Moving and Storage Company, Saskatoon, Sask., and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 189.

Moose Jaw Cartage Company, Limited, and Union Transfer and Storage Company, Limited, Moose Jaw, Sask., and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 187.

Prince Rupert Drydock and Shipyard Company (Grand Trunk Pacific Development Company, Limited), and various local unions in shipbuilding industry.

Dominion Rubber Company, Limited, Montreal, P.Q., and Synthetic Rubber Workers' Union, Local No. 78.

Canadian Industries Limited, Windsor, Ont., and United Automobile Workers of America, Local 195.

Swift Canadian Company, Limited, Toronto, Ont., and United Packinghouse Workers of America, Local 208.

Canada Packers Limited, Peterborough, Ont., and United Packinghouse Workers of America, Local 210.

Canada Packers Limited, Toronto, Ont., and United Packinghouse Workers of America, Local 114.

Procter and Gamble Company of Canada, Limited, Hamilton, Ont.

Colgate-Palmolive-Peet Company, Limited, and Colgate-Palmolive-Peet Company Toronto Employees' Council.

Gainers Limited, South Edmonton, Alta., and Federal Union of Packing Plant Employees, Local No. 78.

Swift Canadian Company, Limited, Edmonton, Alta., and Federal Union of Packing Plant Employees, Local No. 78.

Burns and Company, Limited, Edmonton, Alta., and United Packinghouse Workers of America, Local 233.

Windsor Master Plumbers' Association and United Association of Plumbers and Steam Fitters of the United States and Canada, Local 552.

Retail Merchants' Association of Canada, Inc. (Fur Section), and International Union of Quebec Fur Workers, Local 68.

Terreau and Racine, Limitée, Quebec, P.Q. and International Moulders' and Foundry Workers' Union of North America, Local 74.

International Harvester Company of Canada, Limited, Hamilton, Ont., and United Steelworkers of America, Local 2868.

Forest Products Industries—Coast Region British Columbia and International Woodworkers of America, District Council No. 1.

Dominion Textile Company, Limited, and La Fédération Nationale Catholique du Textile, Inc., and Le Syndicat des Ouvriers catholiques du Textile de Magog, Inc.

B.C. Motor Transportation Limited, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 101.

Re: International Malleable Iron Company, Limited, Guelph, Ont., and United Steelworkers of America, Local 3000

Reasons for Decision

This is an appeal by the Company from a direction by the Regional War Labour Board for Ontario, dated February 8, 1945, of increases in wage rates for most of the classifications covered by the application. The Union's preliminary objection to the appeal, founded on a clause contained in the collective agreement, was dismissed by decision of this Board dated April 18, 1945 (L.G., May, 1945, p. 656).

In order to bring the rates in line with what its brief refers to as the "community rates", the Company requests permission to increase as follows the maximum of the established ranges for three classifications:

Moulders to 85 cents

Coremakers to 75 cents

Machinist improvers to 60 cents.

Otherwise it is apparent from an examination of the finding and direction under appeal

that the wage rates directed are generally higher than the rates for similar classifications prevailing in the Guelph-Galt area. On the other hand, we do not find that the rates being paid are "grossly unjust".

The Company agrees, however, that the schedule of job classifications and the rate relationships are in need of revision and it is willing to co-operate with the Union in establishing a balanced hourly and piece rate structure.

Re: Saskatoon Cartage and Warehouse Company, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 189

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for Saskatchewan dated February 5, 1945 directing the company to increase its hourly rates by 2 cents, but refusing to direct the establishment of weekly rates. At the amount requested by the Union, the increase sought was, on an hourly basis, approximately 17 cents.

The main concern of the Union is frankly stated to be the establishment of a weekly

Except for approval of the increases in the maximum of the ranges for the above-mentioned classifications, we are of opinion that the appeal should be allowed, without prejudice to any further application which may result from the study which may be undertaken.

On the matter of female rates there appears to be no evidence to support the proposition that the Regional Board intended that the women employed should receive the same rates as the men.

June 21, 1945.

wage in lieu of the hourly rates. However desirable it may be to assure a worker's wage income, the point to be determined on an application of this kind under the wages control order must be whether it involves a wage increase which can be directed in conformity with the rule laid down in section 20 (1) (a) of P.C. 9384.

In this case, the Regional Board appears to have taken the proper view and we are of opinion that the appeal should be dismissed.

June 22, 1945

Re: McKee Moving and Storage Company, Saskatoon, Sask., and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 189

Reasons for Decision

This is an appeal by the Union and cross-appeal by the Company from a decision of the Regional War Labour Board for Saskatchewan dated February 5, 1945 directing certain increases in the ranges of hourly rates, but refusing to direct the establishment of weekly rates. At the amount requested by the Union, the increase sought was, on an hourly basis from 17 to 22 cents per hour.

The main concern of the Union is frankly stated to be the establishment of a weekly wage in lieu of the hourly rates. However desirable it may be to assure a worker's wage income, the point to be determined on an application of this kind under the wages con-

trol order must be whether it involves a wage increase which can be directed in conformity with the rule laid down in section 20 (1) (a) of P.C. 9384.

In this case, the Regional Board appears to have taken the proper view and we are of opinion that the appeal should be dismissed.

As to the Company's cross-appeal, it involves a plea of inability to pay. Having in mind that what the Regional Board did was to direct a range of rates, the maximum of which was 60 cents for certain classifications and 55 cents for others, and after having examined the evidence filed, we conclude that the cross-appeal should also be dismissed.

June 22, 1945

Re: Moose Jaw Cartage Company, Limited, and Union Transfer and Storage Company, Limited, Moose Jaw, Sask., and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 187

Reasons for Decision

This is an appeal by the companies from findings and directions of the Regional War Labour Board for Saskatchewan dated November 22, 1944 and January 3, 1945. By these decisions the Regional Board directed:

- (1) the establishment of weekly wage rates in lieu of previous hourly rates, thereby, on the basis of a normal work week of 52 hours, increasing the rates from 7½ to 11 cents per hour, according to the classifications and introducing payment for statutory holidays, when no work is performed;

- (2) 10 days sick leave without loss of pay after 6 months of service;
- (3) One week's vacation with pay;
- (4) payment at the rate of time and one-half for overtime worked after 52 hours per week for city workers and after 56½ hours per week for country workers;
- (5) payment at the rate of time and one-half for time worked on Sundays, legal holidays or assigned days off, with a minimum allowance of one-half day's pay at the overtime rate;
- (6) minimum allowance of 4 hours at pro-rata rates for work performed outside regular working hours.

No serious objection is taken to items (3), (4), (5) and (6) and in respect of them the Regional Board's decisions will be sustained.

As to item (1), our view is that it is outside the purpose of our wartime wage control measures to introduce by compulsion such a change in the mode of payment, although it may be very desirable from the point of view of guaranteeing an income to the worker. We must consider the direction for a weekly wage rate in its effect upon the amount of remuneration. In this case, the effect is an increase

which has not been shown to be warranted under the provisions of section 20 (1) (a) of P.C. 9384.

It is true the hourly rates being paid are not high, but we fail to see that a case has been made out for the substantial increases awarded. We think, however, that the hourly rates should be increased by 3 cents, effective from November 1, 1944.

Sick leave (item 2) is a condition of employment which should not be imposed upon an employer through the medium of a wage control measure intended to assure economic stabilization and guard against inflation.

The appeal, therefore, is allowed in respect of items (1) and (2) and the findings and directions of the Regional Board should be varied in accordance with the foregoing. This is, of course, without prejudice to any application the parties may desire to make to the Regional Board following the execution of their agreement of March 1, 1945 which provides for a normal work week of 48 hours.

June 22, 1945

Re: Prince Rupert Drydock and Shipyard Company (Grand Trunk Pacific Development Company, Limited), and various local unions in shipbuilding industry

Reasons for Decision

This is an application by the Unions for a direction to the Company to pay its employees for the period of January 1, 1943, to May 17, 1944, on the basis of the bonus hours which had been provided for shipyard workers in Vancouver and Victoria.

Because of the urgent need for the construction of ships, the government introduced a system of bonusing steady attendance at work in the shipyards of British Columbia by allowing workmen working six shifts per week two extra hours' pay when working on the first shift, eight extra hours when on the second shift and eleven extra hours when on the third or "graveyard" shift. This was done by a special Order in Council, P.C. 3636, dated May 1, 1942. It would appear from the preamble of the Order in Council that the bonusing was to be contingent upon the shipyards conducting a 3-shift 7-day per week plan of continuous operation, each man having one day's rest in seven.

This plan of continuous operation was never introduced in the company's yard located at Prince Rupert because of shortage of manpower, but bonus hours were paid nevertheless in accordance with P.C. 3636 for its 2-shift 6-day per week operations.

Following pressure from some of the Unions in the southern Pacific Coast yards, who objected to the plan of continuous operations, a

Royal Commission conducted an investigation and the plan was retained, but extra bonus hours were granted: one hour for the first shift and two hours for the second and third shifts, per week. These extra hours were paid from January 1, 1943, until the respective yards returned to the conditions of their basic working agreements.

In the case of the respondent company, the return to a 44-hour week apparently took place on or about May 17, 1944.

The application is for the extra bonus hours for the period during which they would have been paid if the Prince Rupert Yard had operated under the continuous production plan, which was maintained in the Vancouver and Victoria yards until they also returned to their basic working conditions.

We recognize that the employees for whom this application is made were not responsible for the shortage of manpower which curtailed operations at Prince Rupert. But also we must note that these employees were not subject to the inconveniences of the continuous production plan which appear to have warranted the adoption of the extra bonus hours.

We fail to see how, consistently with the provisions, purpose and intent of our governing Order in Council, P.C. 9384, effect can be given to this application which, in our opinion, must be dismissed.

June 25, 1945.

Re: Dominion Rubber Company, Limited, Montreal, P.Q., and Synthetic Rubber Workers' Union, Local No. 78

Reasons for Decision

An appeal by the Union from a finding and direction of the Quebec Regional Board dated June 6, 1944, insofar as the said finding and direction refused to direct (1) payment of a 5-cent hourly premium for night work, (2) 2 weeks' vacations with pay for employees having five years' continuous service, and (3) a penalty rate at double time for work performed on Sundays and certain holidays. The application was made in respect of the Company's Papineau plant making mechanical rubber goods and, on the matters in appeal, was opposed by the Company.

In the Farm Implement cases (L.G., 1944, p. 1475), we indicated that the basis for a premium for night work, as approved in the first Ford Motor Company decision (L.G., 1943, p. 585), was the production of war equipment. According to the evidence, this plant of the Company did not fall in the category of war plants which the Board in the Ford case appear to have had in mind.

Another factor to be borne in mind in this case arises from the fact that there was some evidence that a certain amount of "continu-

ous processing" was required, although perhaps not to the extent shown in the Goodyear Tire & Rubber Co. case (L.G., 1944, p. 1473), where the premium was denied by both the Regional Board and this Board.

In our opinion, there were no circumstances which would justify our saying that this was a case in which it would have been proper under the Wartime Wages Control Order, 1943, for the Regional Board to direct an unwilling employer to pay the premium.

As to vacations with pay, we shall adhere to our policy of refusing to direct any extension beyond the provisions of D.B.17. The Company now grants one week after one year of service, and with the approval of the Regional Board, two weeks' after 10 years of service.

Penalty at double time for work required to be performed on Sundays and holidays is likewise a working condition which this Board has in no case imposed upon an employer. Under the existing condition, time and one-half is being paid.

The result is, therefore, that the appeal must be dismissed.

June 26, 1945.

Re: Canadian Industries Limited, Windsor, Ont., and United Automobile Workers of America, Local 195

Supplementary Reasons for Decision

An appeal by the Union from a decision of the Ontario Board dated November 17, 1944 refusing approval of a 5c per hour off-shift premium proposed by both the Company and the Union. The wage rate matters involved in this appeal were disposed of by this Board in its Reasons dated June 19, 1945. We are now dealing with the off-shift premium. The appeal on this point is not opposed by the Company.

In June, 1943, the Union had applied to the Regional Board, under the former Order P.C. 5963, for increases in rates and a 5 cent hourly premium for work performed on the second (evening) and third (night) shifts. The application was opposed by the Company and refused by the Regional Board. An appeal was taken to this Board, at the hearing of which the Company took the position that its existing rates included a premium for shift work, compensation which it said it had recognized for many years. The submission then made was that in 1929 the premium (paid since 1926) and the rates had been merged. The situation had then become somewhat like the one considered by this Board in the Electro-Metallurgical Company case (L.G.,

1944, p. 470). The Union's appeal was dismissed; however, "without prejudice to any application that may be made as the result of the job evaluation study, and that, of course, includes any application that may be made at that time for the off-shift bonus" (see oral decision reported in L.G., 1944, p. 273).

The application which was then being referred to was the application indicated in the following paragraph of the Company's written brief filed on that appeal:

We have completed in draft form an exhaustive job evaluation study which was commenced in March, 1943, and which has been under review by the Union and ourselves since 28th October, 1943.

We have informed the Union that we are prepared to submit with the Union a joint application to the Regional War Labour Board for Ontario for permission to increase to the proper level the rates of jobs that are now paid less than the rates indicated by the job evaluation study and for permission to show separately a premium of 5 cents per hour for all employees whose hours of work are from approximately 4 p.m. to 12 p.m. or from approximately 12 p.m. to 8 a.m.

The result of this job evaluation study was duly approved by the Regional Board and confirmed by this Board in its decision of the

19th instant. The rates are now set separately from the proposed off-shift premium.

In view of the foregoing circumstances and, particularly, because the Company had long prior to wage control established a practice of bonusing off-shift work, we are of opinion that

the appeal on this matter should be allowed and that payment of the premium in the terms of the application should be authorized, effective from November 17, 1944, the date when the new rates came into operation.

June 26, 1945.

Re: Swift Canadian Company, Limited, Toronto, Ont., and United Packinghouse Workers of America, Local 208

Reasons for Decision

This is an appeal from that part of a finding and direction of the Ontario Board dated January 24, 1945, declining to authorize payment of a premium of 5 cents per hour for work performed between 6 p.m. and 6 a.m. The application had been made jointly by the Company and the Union and followed a clause of their agreement dated September 15, 1944.

We are informed by the Regional Board that the basis of its refusal was the decision of this Board in the Farm Implement cases (L.G., 1944, p. 1475). It will be observed that in those cases the request of the Union had been opposed by the employers upon several grounds, among which was the fact that such a premium had never been paid in their indus-

try. In this case the employer has agreed to pay the premium subject to approval of the War Labour Board, and there is evidence that the premium is being paid in packinghouses in Ontario and Western Canada. These circumstances, in our opinion, place this case upon a different footing and make it possible, within the terms of section 20 (1) (c) (i) and its concluding paragraph, to authorize payment of a premium of 5 cents for work performed between 6 p.m. and 6 a.m. as provided in clause IX paragraph 4 of the parties' agreement, from September 15, 1944, subject however to the condition that the premium is not to be added to wage rates when calculating overtime.

We allow the appeal.

June 27, 1945.

Re: Canada Packers Limited, Peterborough, Ont., and United Packinghouse Workers of America, Local 210

Reasons for Decision

This is an appeal from that part of a finding and direction of the Ontario Board dated May 5, 1945, declining to authorize payment of a premium of 5 cents per hour for work performed between 6 p.m. and 6 a.m.

On December 18, 1944, the Company and the Union made a joint application to the Regional Board in the following terms:

We wish to introduce the practice of paying a night shift premium of 5 cents per hour for work performed between 6 p.m. and 6 a.m. This premium will not be considered as part of an employee's regular rate. It will not apply to part-time workers, or to temporary or regular employees engaged in manufacturing operations in the cannery. The Union agrees that when a job can be completed by an extra hour's work, employees will work through to 6 p.m. Mondays to Fridays and 1 p.m. on Saturdays without breaking off for supper.

With the Board's permission we would like to establish December 14, 1944, as the effective date . . . for paying night premium.

On account of heavy turnover of staff during autumn months, we would ask that retroactive payments be confined to employees actively employed in our Peterborough plant on the date of the Board's authorization, and to any members of our Peterborough staff who may have joined His Majesty's Armed Forces during the retroactive period.

We assume, on the information received in the Swift Canadian Company case decided concurrently, that the basis for the Regional Board's refusal of the premium for night work was the decision of this Board in the Farm Implement cases (L.G., 1944, p. 1475). It will be observed that in those cases the request of the Union had been opposed by the employers upon several grounds, among which was the fact that such a premium had never been paid in their industry. In this case, the employer has agreed to pay the premium subject to approval of the War Labour Board, and there is evidence that the premium is being paid in packinghouses in Ontario and Western Canada. These circumstances, in our opinion, place this case upon a different footing and make it possible, within the terms of section 20 (1) (c) (i) and its concluding paragraph, to authorize payment of a premium of 5 cents for work performed between 6 p.m. and 6 a.m. as provided in the above quoted application.

We shall allow the appeal and give approval to the terms of the joint application to be effective from the date and in the manner requested.

June 27, 1945.

Re: Canada Packers Limited, Toronto, Ont., and United Packinghouse Workers of America, Local 114

Reasons for Decision

This is an appeal from that part of a finding and direction of the Ontario Board dated March 6, 1945, declining to authorize payment of (1) a premium of 5 cents per hour for work performed between 6 p.m. and 6 a.m., (2) double time for work performed on Sundays.

A request for double time on statutory holidays was withdrawn at the hearing and need not be dealt with.

The following working conditions are provided in the agreement between the Company and the Union dated August 31, 1944.

Article IX—Night Premium

The Company agrees to pay, subject to approval by the Regional War Labour Board for Ontario, a special off-shift premium of five cents (5¢) per hour to all regular hourly rated employees for work performed between the hours of 6 p.m. and 6 a.m. This premium shall not be considered as part of such employees' basic rates.

Article X—Hours of Work and Overtime

3. The company agrees to pay to regular hourly rated employees double their regular rates for work performed on Sundays except by those workers whose work normally falls on Sundays. Sunday shall be defined as 12.01 a.m. to 11.59 p.m. Shift workers, who receive equivalent time off on some other day shall be paid at their regular rates for work performed on Sundays.

There was a joint application to the Regional Board for approval of these conditions.

We assume, on the information received in the Swift Canadian Company case decided concurrently, that the basis for the Regional Board's refusal of the premium for night work

was the decision of this Board in the Farm Implement cases (L.G., 1944, p. 1475). It will be observed that in those cases the request of the Union had been opposed by the employers upon several grounds, among which was the fact that such a premium had never been paid in their industry. In this case, the employer has agreed to pay the premium subject to approval of the War Labour Board, and there is evidence that the premium is being paid in packinghouses in Ontario and Western Canada. These circumstances, in our opinion, place this case upon a different footing and make it possible, within the terms of section 20 (1) (c) (i) and its concluding paragraph, to authorize payment of a premium of 5 cents for work performed between 6 p.m. and 6 a.m. as provided in Article IX, above quoted, of the parties' agreement.

On the matter of double time for Sunday work, there is a special circumstance in that the condition has been in effect for many years in the neighbouring Swift plant. This is, of course, not necessarily the determining factor under P.C. 9384. However, when there is an agreement, we are inclined at this stage of wage control to consider a penalty rate at double time for work on Sunday very much as we do the premium for night work and we think that approval should be given to Article X, paragraph 3, above quoted.

We shall, therefore, allow the appeal and the foregoing provisions shall be effective from September 1, 1944, subject to the condition agreed upon, namely, that retroactive payment shall be made only to employees now on the payroll and those who have joined the Armed Forces.

June 27, 1945.

Re: Procter and Gamble Company of Canada, Limited, Hamilton, Ont.

Supplementary Reasons for Decision

The Company and its employees had applied to the Regional War Labour Board for Ontario for permission to inaugurate payment of a 5-cent hourly premium for work performed by hourly paid employees between 7 p.m. and 7 a.m. The application was refused by that Board and, on appeal to this Board, we found no reason to disturb the decision and dismissed the appeal on January 12, 1945 (L.G., Feb., 1945, p. 142).

Subsequently we granted a hearing for review of our decision on the appeal. In view of our decision in the case of the Toronto Packinghouses (June 27, 1945) and having regard to the further submissions presented to this Board, our finding and direction of January 12, 1945, shall be rescinded and approval given to the joint application, effective from its date, subject to the condition that the premium shall not be included in the base rate for the calculation of overtime.

June 27, 1945.

Re: Colgate-Palmolive-Peet Company, Limited, and Colgate-Palmolive-Peet Company Toronto Employees' Council

Reasons for Decision

This is a joint appeal by the Company and the Union from a decision of the Regional War Labour Board for Ontario, dated May 25, 1945, wherein the Regional Board declined to permit the Company to establish an incentive production bonus plan for its employees who are now paid on a time rate basis. Leave to appeal to this Board was granted to the parties by the Regional Board.

The brief on the appeal, which includes material used by the appellants before the Regional Board, did not, in our opinion, demonstrate in sufficient detail how it was intended that the plan should operate. Moreover, the parties submitted that approval to the plan could be given in pursuance of Section 20 (1) (c) (v) and Section 24 of War-time Wages Control Order, 1943. A preliminary study of the brief indicated that said paragraph (v) and Section 24 could not apply because (a) the case did not appear to involve the establishment of a single rate calculated on another basis to be paid in conjunction with a time rate, and (b) the employer had no previously established incentive rate available to bring this case within Section 24. Further, there did not appear to be sufficient information in the brief to justify this Board to take any action under Section 20 (1) (a).

In view of the foregoing, representatives of the Company, the Union, and of the management engineers engaged in the preparation of the plan, were invited to meet the Board to discuss the conditions involved in the appeal. At the conference much additional information was furnished the Board by the parties.

We now recognize the plan as one involving the inauguration of an incentive bonus plan, and may therefore be considered as coming within Section 20 (1) (c) (iv) of P.C. 9384.

The employer's presently established work week consists of five periods of nine hours each, or forty-five hours per week. The objects of the incentive plan are to increase efficiency, reduce the working hours to forty per week,

and make it possible for the workers to obtain the same weekly take-home but without increasing labour unit costs.

The plan is so designed that its full effect may be realized only after the last of three steps is established. The production cost factors used as the basis for the plan were those established by the Company during the last six months' period of 1944, which, the Company states, compares favourably with proficiency in production over the corresponding period of 1938.

As a condition precedent to the adoption of the first step in the plan, it is necessary for the workers in the plant to achieve and maintain an increased efficiency of 5.9 per cent, and on the basis of the nine-hour day a reduction of 5.56 per cent in labour costs. This, it is stated, has been realized. It is now possible for the Company to operate under the first step of the plan and to shorten the work day for its employees concerned from nine to eight and one-half hours without suffering any loss in production, and to pay an incentive rate which combines the previously established single rate, and an amount equal to 5.9 per cent of the single rate, without increasing unit production costs. It should also be noted that the weekly take-home of the employees concerned will remain unchanged under this step.

The Board is prepared to approve the first step in the plan as aforesaid and to authorize the Company to put it into effect commencing July 1, 1945. The Board is not prepared at this time to approve the remaining two steps of the plan. The appeal is accordingly allowed, but to the extent only that the Company may put into effect the first step of its incentive plan. The Board reserves its decision in respect of the other two steps of the plan and grants leave to the parties to make further submissions in respect thereto in the light of experience gained through the use of the first step of the aforementioned incentive production bonus plan.

June 29, 1945.

Re: Gainers Limited, South Edmonton, Alta., and Federal Union of Packing Plant Employees, Local No. 78

Reasons for Decision

This is an appeal by the Union and a cross-appeal by the Company from a decision of the Alberta Board dated December 15, 1944, whereby that Board directed an increase of 5 cents per hour in the wage rates of the employees in the S.P. cellar handling and

throwing up Wiltshire sides into tanks, and dismissed the remainder of the Union's application. Leave to appeal was granted to both parties.

The Union had sought in its application:

- (1) a general increase of 10 cents per hour;
- (2) an additional 5 cents per hour in S.P. cellar rates;

- (3) automatic increases at fixed intervals within the ranges of wage rates;
- (4) double time on Sundays (and assigned days off) and holidays;
- (5) time and one-half after 8 hours Mondays through Fridays and after 4 hours on Saturdays (in effect a 44-hour week instead of the present 48-hour week).

Little need be said about items (4) and (5) above; they deal with matters which did not figure very much in the discussions at the hearing of the appeal and, in any event, our view is that the Regional Board took the proper decision in refusing to direct them. The demand for a general increase of 10 cents was founded upon the higher rates paid in packinghouses in Toronto and Vancouver. We have taken the position in many cases that the primary function of War Labour Boards in administering the Wages Control Order (P.C. 9384) was to stabilize the wage structure in Canada and that that purpose could not be achieved by equalizing wages across the various economic regions of the country. The Boards are empowered by section 20 of the Order to increase wage rates "only if and to the extent" that they find that the increase is "necessary to rectify a gross inequality or gross injustice". In our view there was no

inequality demonstrated in this case of the kind contemplated by the Order in Council.

As to item (3), we find on the evidence that the practice of the Company has been to increase rates progressively through the 5-cent ranges which were worked out by Professor J. C. Cameron for the various job classifications and directed by this Board on November 24, 1943 (L.G., 1943, p. 1642). The situation is, of course, quite different from the one in the Swift plant where a single rate system of job evaluation is in effect with an incentive bonus plan.

On the cross-appeal, the Company says that there is no reason to increase the rate for four Wiltshire handlers by 5 cents. It says there is no "throwing" required, due to mechanically operated conveyor tables operated on the same level as the top of the pickle tanks. It further contends that to single out for an increase one classification in the pickle cellar will cause dissatisfaction and a feeling of discrimination. Upon these representations, we must agree that there was no justification for this particular increase.

Our conclusion is that the appeal should be dismissed and the cross-appeal allowed.

June 29, 1945.

Re: Swift Canadian Company, Limited, Edmonton, Alta., and Federal Union of Packing Plant Employees, Local No. 78

Reasons for Decision

This is an appeal by the Company and a cross-appeal by the Union from a decision of the Alberta Board dated December 15, 1944, whereby that Board directed an increase of 5 cents per hour in the wage rates of employees in the S.P. cellar handling and throwing up Wiltshire sides into tanks, and dismissed the remainder of the Union's application. Leave to appeal was granted to both parties.

The Union had sought in its application:

- (1) a general increase of 10 cents per hour;
- (2) an additional 5 cents per hour in S.P. cellar rates;
- (3) automatic increases at fixed intervals within the ranges of wage rates;
- (4) double time on Sundays (and assigned days off) and holidays;
- (5) time and one-half after 8 hours Mondays through Fridays and after 4 hours on Saturdays (in effect a 44-hour week instead of the present 50-hour week).

It is convenient to deal first with the Union's cross-appeal. Little need be said about items (4) and (5) above; they deal with matters which did not figure very much in the discussions at the hearing of the appeal and in any event, our view is that the Regional Board took the proper decision in refusing to direct them. The demand for a general increase of

10 cents was founded upon the higher rates paid in packinghouses in Toronto and Vancouver. We have taken the position in many cases that the primary function of War Labour Boards in administering the Wages Control Order (P.C. 9384) was to stabilize the wage structure in Canada and that that purpose could not be achieved by equalizing wages across the various economic regions of the country. The Boards are empowered by section 20 of the Order to increase wage rates "only if and to the extent" that they find that the increase is "necessary to rectify a gross inequality or gross injustice". In our view there was no inequality demonstrated in this case of the kind contemplated by the Order in Council.

The matter of difficulty in the Union's appeal is in item (3) and to dispose of it, it is necessary to review some of the previous wage proceedings in the meat packing industry in Edmonton. In 1943 the Union made an application to the Regional Board to establish a uniform rate for each job in the four Edmonton plants equal to the highest prevailing rate in any one of the plants plus five cents. On May 1, 1943, the Alberta Board declined to equalize the rates, but increased them "as presently established" by five cents. An appeal was brought by the Union on the question of

uniformity and the matter was disposed of by a decision dated November 24, 1943 (L.G., 1943, p. 1642), in which the National Board adopted the report of Professor J. C. Cameron who had been retained by the Board to investigate the situation on the ground. As a general solution—the four plants being involved in the one proceeding, Professor Cameron had worked out ranges of rates to be common in all plants for the various classifications. The spread between the minimum and maximum of the range was 5 cents.

It was found that in the Swift plant there was a rigid single rate system of job evaluation supplemented by incentive bonuses, presumably on an individual basis. The result has been that employees whose jobs are evaluated at the minimum of the ranges established under the Cameron report are not progressively moved up to the maximum. The classifications evaluated below the minimum were brought up to the minimum in compliance with our finding and direction of November 24, 1943. The situation created by the existence of different wage practices in the four plants was clearly perceived by Professor Cameron and on his recommendation we attached the following conditions to our direction:

That increases within the specified wage ranges shall be granted in accordance with the established practice of each employer;

That establishment of the above ranges shall not disturb the system of paying incentive

Bonuses which is now in effect in Swift Canadian Company Limited and Burns and Company Limited.

It is apparent, therefore, that the situation about which the Union complains was contemplated in our order of 1943.

To give effect to the Union's cross-appeal on this point would, it seems to us, be affecting the Company's whole system of remunerating employees, a system which it says has been in effect since 1937. It may be timely now to begin making some revision of the plan, but that could best be done after negotiations and joint study by the Company and the Union, rather than by a haphazard direction from a War Labour Board.

As to the Company's appeal on the 5-cent increase for the approximately six Wiltshire handlers, the company argues that to single out for an increase one classification in the pickle cellar will unstabilize intra-plant and intra-department rate relationships. With that contention we think we must agree. With what knowledge we have of the work content of the great variety of job classifications in a large slaughtering and packing plant, it is fairly obvious that to increase one rate to compensate for unfavourable physical conditions of work is to invite dissatisfaction in the other classifications.

Our conclusion is that the appeal should be allowed and the cross-appeal dismissed.

June 29, 1945.

Re: Burns and Company, Limited, Edmonton, Alta., and United Packinghouse Workers of America, Local 233

Reasons for Decision

This is an appeal by the Company from the following directions contained in a finding and direction of the Regional War Labour Board for Alberta dated December 15, 1944:

(1) That where a female employee does the same job or operation as a male employee in any classification, the male rate of wages shall apply.

(2) That the basic rate for Men Handling and Throwing up Wiltshire sides into Tanks be increased ten cents (10¢) per hour.

On November 24, 1943, this Board adopted the Cameron Report for the four Edmonton packing plants (L.G., 1943, p. 1642). On the question dealt with in the first direction, the report (p. 6) found as follows:

Careful studies conducted at Burns' and Swift's prove that, on the average, when a woman is placed on a job which is ordinarily regarded as a man's job, her capacity is approximately 80 per cent of that of a male employee.

On the basis of this finding, we directed, where women were replacing men, a schedule

of female rates equivalent approximately to 80 per cent of the male rates. On the Union's assertions, it would seem that women in some cases are now completely replacing men, i.e. they would be maintaining the normal output and doing all operations formerly done by men, having regard to the necessity in a packing plant of transferring employees from one job to another.

The general approach of this Board to the question of wage rates for women doing men's jobs was enunciated in the Welland Chemical Works Limited case, as follows:

Unions have used the slogan for some time now, "Equal pay for equal work." Perhaps that slogan is a little indefinite in a way, in that we think there should be read into it that where the work produced by a female gets the same result having the cost factor in mind as that done by a male then the pay should be equal.

We realize, of course, that the authorization still leaves the question of classifying the female employees in the plant in order to comply with it, to the company, and we are not suggesting, at all, that females in the plant as such should necessarily obtain, or have, the same wages as

the males. It is a question of the efficiency of the female employee in each case.

(See L.G., April, 1945, p. 470.)

Applying these principles to this case, it is evident that the important considerations of productivity and cost have been omitted by the Regional Board and that the matter is one calling for an authorization rather than a direction. It will be the business of the Union and the Company to work out individual cases. Our formal finding and direction will therefore contain the following, effective from December 15, 1944:

As women demonstrate their ability to increase their output in jobs where they replace men the company is authorized to increase their pay above their starting rates up to the limit directed for each male classification in the plant by the order of this Board of November 24,

1943, in case file A-2. The principle on which progression should be based is that a woman's actual rate of pay shall be that proportion of the male rate which her output bears to the normal male output provided that such female rates do not increase the per unit labour cost above that attained by males.

With respect to the second direction above quoted, the company says that this increase to two employees is disruptive of its entire base rate structure based upon job evaluation and is bound to cause dissatisfaction not only in the cellar but also in the other departments. We are of opinion that effect must be given to this contention and the appeal on this matter should be allowed.

Findings and Directions in accordance with the foregoing.

June 29, 1945.

Re: Windsor Master Plumbers' Association and United Association of Plumbers and Steam Fitters of the United States and Canada, Local 552

Reasons for Decision

This is an appeal by the employers' association from a decision of the Ontario Regional Board dated March 6, 1945, directing a rate of \$1.25 per hour for journeymen plumbers and steamfitters employed by its members, an increase of 4 cents per hour.

This appeal involves certain unusual features. The employers joined with the Union in the application to the Regional Board. They now allege, however, that subsidiary to the joint application was an understanding with the Union that permission would be obtained from the Wartime Prices and Trade Board to increase the price of services to the public before the increase in wage rates would become effective. Subsequent to the decision of the Regional Board, application was made to the Prices Board who refused permission to increase charges to the public. Hence this appeal was asserted by the employers and vigorously opposed by the Union.

At the hearing it was argued on behalf of the master plumbers that the Union had not established the existence of any "gross inequality" requiring rectification. This is, of course, the argument it should have presented to the Regional Board in the first instance.

The conduct of the employers, in not asserting the provision of P.C. 9384 earlier instead of supporting the wage increase, is one deserving of censure. This case affords a clear indication of the care with which joint applications should be scrutinized by War Labour Boards.

The chief complaints of the employees lie in the fact that their present wage rates are not as high as those that prevailed for that particular trade in Windsor in 1929 and also that the bricklayers and electricians are receiving 4 cents more than the plumbers and steamfitters. Those circumstances are not sufficient to establish the "gross inequality" which, in our understanding of the Order in Council stabilizing wages, is contemplated by section 20 (1) (a). It should be remembered that these journeymen enjoy the highest rate paid to plumbers in any city in Canada and, with one exception, have received since 1939 greater wage rate increases than have been received by plumbers in any other city in Canada.

The appeal is, therefore, allowed, and the finding and direction of the Regional War Labour Board for Ontario dated March 6, 1945, will be set aside.

June 29, 1945.

Re: Retail Merchants' Association of Canada, Inc. (Fur Section) and International Union of Quebec Fur Workers, Local 68

Reasons for Decision

The Association represents five fur merchants in Quebec City: P. A. Alain, Limitée, J. O. Nadeau, Edgar Dechêne, Géofrédo Mercier, and Honoré Sansfaçon. The Union

has been certified by the Quebec Labour Relations Board as the collective representative of their employees.

On January 30, 1945, the Union made an application to the Regional War Labour Board for Quebec for an increase of about 15 per

cent in the weekly wage rates, a reduction of the working week from 48 to 44 hours, two weeks' vacation with pay after five years' service and certain holidays with pay. The schedule of the weekly minimum wage rates to be paid by furriers in the City of Quebec, the working week and the various working conditions are established, under the Collective Agreement Act (R.S.Q. 1941, ch. 163), by decree 3746 relating to the Fur Industry in the Quebec District. This decree is based on a collective agreement between the Appellant-Association and l'Union Nationale et Catholique des travailleurs en fourrure de Québec.

On February 27, 1945, the Regional Board granted a petition for modifications in the working conditions and for a 44-hour week, submitted by the Appellant-Association and the National Union and we suppose that decree 3746 has been or will be duly amended in conformity with the provisions of the Collective Agreement Act and that the new working conditions will be made applicable to the five above-mentioned employers. The scale of wage rates in the general Collective Agreement was not altered by the Regional Board.

On the same date, February 27, 1945, the Regional Board, dealing with the application of the International Union (the respondent herein), directed an increase in the wage rates of the employees of the five above-enumerated employers, numbering 75 out of the 300 em-

ployees subject to decree 3746. Hence, this appeal by the Association.

The Regional Board asserts that it acted pursuant to section 20 (1) (a) of P.C. 9384 and we are informed that it intended to reduce the differential between the Quebec and Montreal rates.

Counsel for the appellant argued that there could not be any "gross inequality or injustice" requiring rectification in wage rates which, although they are in the nature of statutory minimum rates, are nevertheless the result of negotiations between the parties to the agreement upon which is founded the decree 3746, and when the said parties, according to the Quebec Collective Agreement Act, should be representative of the "preponderance" of employers and employees involved. This argument is quite logical and convincing. We feel, however, that the Regional Board has, concerning the practical application of the Quebec Collective Agreement Act, a knowledge and first-hand experience which we do not possess. Moreover, the rates ordered do not appear to us to be enhanced rates under present conditions. For these reasons, we have come to the conclusion that we shall not interfere with the solution arrived at by the Regional Board in a situation where there appears to be a certain element of union competition.

The appeal, therefore, will be dismissed.

June 30, 1945.

Re: Terreau and Racine, Limitée, Quebec, P.Q., and International Moulders' and Foundry Workers' Union of North America, Local 74

Reasons for Decision

This is an appeal by the Union from a decision of the Quebec Board dated March 29, 1945, denying an application for a general wage increase.

On the matter of comparability, insofar as it may be a factor under the present Order, we do not think that this cast-iron foundry should be classed with either the larger Montreal and Three Rivers foundries, or with the foundries located in the rural centres in the Quebec City area. This was the view taken by the Board in ascertaining the amount of cost of living bonus properly payable to these employees under section 34 (3) of P.C. 5963

(L.G., 1944, p. 160). However, the fact is that the Company is paying more than the rural foundries.

At the hearing we understood that the Company was willing to accept the rates paid by F. X. Drolet, Limitée, whose foundry is also located in Quebec and where the base labour rate appears to be 49 cents as compared to the respondent's 46 cents.

The proper disposition to make of this appeal is, we believe, to return the matter to the Regional Board with leave to the parties or either of them to apply for the Drolet rates which we think should be adopted.

July 10, 1945.

Re: International Harvester Company of Canada, Limited, Hamilton, Ont., and United Steelworkers of America, Local 2868

Supplementary Reasons for Decision

This is a review of our decision dated November 27, 1944 (L.G., 1944, p. 1476), whereby we allowed the Company's appeal from the Ontario Board who had directed an off-shift

premium of 5 cents per hour on the ground, among others, that the case was not one falling within the Ford Motor Company case (L.G., 1943, p. 585), i.e. that this company was not engaged on the production of war munitions and supplies.

It was made known to us on this review that at the time of the original application there was off-shift work in two of the company's departments producing Universal Carriers and Scout Car armoured hulls. These units were *entirely* engaged on war work.

In view of these further representations, we believe our finding and direction should be modified and that payment of a premium of 5¢ per hour should be directed for employees for work performed by them in the Company's Departments No. 202 and No. 203 for that time

during which these Departments were engaged *solely* and *entirely* on war production, provided, however, that this direction will be retroactive to the effective date of the Regional War Labour Board's decision, namely, May 1, 1944, and provided further that the premium will apply only for time worked between the hours of 7 p.m. and 7 a.m.

The premium is not to be added to wage rates for the purpose of calculating overtime.

Finding and Direction accordingly.

July 10, 1945.

Re: Forest Products Industries—Coast Region British Columbia and International Woodworkers of America, District Council No. 1

Reasons for Decision

This is an appeal brought jointly, in behalf of 123 employers and by the Union, from certain provisions of the finding and direction of the British Columbia Regional Board dated June 5, 1945, limiting, in the matter of vacations with pay, the master agreement negotiated for the industry.

Of the three points involved, two are related to Decision Bulletin No. 17, which was issued on September 10, 1942 as a guide to Regional Boards in inaugurating vacation plans at the peak of the war effort. That was a time when collective bargaining on working conditions was necessarily more restricted than it need be today and, we are of opinion, that under the more liberal intent appearing in the final words of section 20 (1) (c) (working conditions) of the Wartime Wages Control Order, P.C. 9384, when contrasted with the restrictive wording of section 20 (1) (a) (wage rates), War Labour Boards can allow more scope to collective bargaining in such matters as vacations with pay.

It is for these reasons that we think that section 1 of Article VIII of the agreement can be approved as drafted, so that the two words "*for and . . .*" of the final sentence, in the following portion of the Regional Board's decision can be left out:

A vacation with pay will be granted after an Employee has completed one year's continuous service, i.e., a minimum of three hundred (300) days of actual work; vacation will be allowed for and during the following twelve months' service.

Section 2 of Article VIII provides as follows:

For five or more years' continuous service an additional week's vacation or pay in lieu thereof will be granted.

The Regional Board approved the two weeks, but refused payment in lieu of the additional week by introducing the following limitation taken from D.B. 17:

(c) Vacation pay will not be allowed for vacations not taken; in such case any unused vacation privileges will be allowed to accumulate until conditions permit them to be exercised.

The matter of vacation allowance for vacations not taken was dealt with in the Gair Company decision (L.G., June, 1945, p. 824), when this Board followed a policy which had been indicated in D.B. 14 referred to in the C.N.R. decision (L.G., 1944, p. 840). There is some evidence that the practice was established in some of the employing companies, prior to November 15, 1941, and we are told that urgently required production will be lost if the keymen, who usually qualify for the second week, have to remain on vacation instead of returning to work and taking the allowance. For these reasons and those previously stated we think that the limitation should be removed from the finding and direction of the Regional Board and that section 2 of Article VIII of the master agreement should be authorized, but only for the current year.

The third matter in this appeal is section 7 of Article VIII reading as follows:

Vacations for piece-work rates shall be based on the average daily earnings computed on the basis of the twelve months previous.

The Regional Board changed this to read as follows:

The vacation pay for piece workers shall be based on the regular time rates.

The companies contend that there are no time rates for many classifications in the forest products industries and that the decision is not of practical application, e.g. to sawyers and packers in the shingle industry, to timber felling in the logging industry. On the other hand, vacation pay for time workers is the amount earned for work performed during the normal working hours of the work week,

exclusive of overtime earnings. In order to maintain piece workers and time workers on the same basis, we shall approve section 7 in these terms:

The vacation pay for piece workers shall be based on the average daily earnings for

normal working hours computed on the basis of the twelve months previous.

The appeal is allowed and authorizations are given as indicated above, effective from March 15, 1945.

July 12, 1945.

Re: Dominion Textile Company, Limited, and La Fédération Nationale Catholique du Textile, Inc. and Le Syndicat des Ouvriers catholiques du Textile de Magog, Inc.

Reasons for Decision

This appeal was brought by the Company from a decision of the Quebec Regional Board dated December 26, 1944 whereby the rates for maintenance employees, directed by this Board in its decision dated June 29, 1944 (L.G., 1944, p. 840), were ordered in the Company's Magog Print Works.

It is apparent from its terms that the decision under appeal is based upon the view that our decision of June 29, 1944, applied to the print works at Magog. The final paragraph of our reasons for that decision and the finding and direction which was issued pursuant thereto make it clear that we were dealing with the employees comprised in the "classifications mentioned in the Company's original application". On reference to the covering letter which was part of that application it becomes apparent that only the grey cotton mills were involved and that the print works

were specifically excluded. The appeal, therefore, must be allowed and the decision of the Quebec Board dated December 26, 1944, must be set aside.

In the course of the proceedings in this appeal, the parties have come to an agreement providing an increase of 5 cents for all Magog maintenance employees and their classification into three wage categories. We are asked to give approval to this agreement. We find that the rates agreed upon are in keeping with those established in the grey mills.

There will be a finding and direction approving the provisions of clauses 2, 3 and 4 of the agreement dated May 26, 1945. As to clause 5, we do not think that, under wage control, the question of retroactivity can be entirely left to the parties for settlement, and we will await the result of the further negotiations contemplated.

July 12, 1945.

Re: B.C. Motor Transportation Limited, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 101

Reasons for Decision

This is an application by the Company for leave to appeal and an appeal from parts of two decisions of the Regional War Labour Board for British Columbia, dated, respectively, April 17, 1945, and May 4, 1945; and also an application for consideration of a joint application by both parties to the said Regional Board, dated June 6, 1945, and by that Board referred to this Board for consideration.

The Regional Board by its Finding and Direction, dated March 19, 1945, directed certain increases to Bus Operators and Junior and Senior Ticket Clerks. By its decision of April 6, 1945, it rescinded that Finding and Direction and in lieu thereof, *inter alia*, directed certain increases to the Junior and Senior Ticket Clerks, effective from July 1, 1944, and further directed increases to the Bus Operators effective from certain dates.

On the application of the Union for further consideration the Regional Board reviewed its

last-mentioned Finding, and on April 17, 1945, amended it by directing the Company to pay its Bus Operators from January 12, 1945, to February 28, 1945, 83½ cents per hour, or 4·8 cents per mile, whichever is the greater; and from March 1, 1945, 85 cents per hour, or 4·8 cents per mile, whichever is the greater.

Subsequently, on May 4, 1945, the Regional Board rescinded its Findings and Directions of April 6, 1945, and April 17, 1945, and, *inter alia*, directed that from July 1, 1944, to February 28, 1945, the Bus Operators be paid 83½ cents per hour, or 4·7 cents per mile, whichever is the greater; and from and after March 1, 1945, 85 cents per hour, or 4·8 cents per mile, whichever is the greater.

Before the Regional Board the Company had opposed the Union's application for increases. It now asks that the directions of the Regional Board, dated April 17, 1945, and May 4, 1945, be set aside. In our view the former having been rescinded by that of May 4, 1945, is of no effect and need not be further dealt with.

The Company does not now oppose the increases granted by the direction of May 4, 1945—and in fact by the joint letter of June 6, 1945, to the Regional Board now asks that the full increases be retroactive to July 1, 1944. It takes exception, however, to the basis of the Regional Board's Finding and Direction of May 4, 1945, as set forth in its Reasons for Decision—namely, that the declared policy of the B.C. Electric Railway Company, Limited (which owns all except the qualifying shares of the appellant Company, and all of which shares are in turn owned by the B.C. Power Corporation, Limited), and of the B.C. Power Corporation, Limited, has been for many years to pass on to the employees a general increase awarded to the employees of any of the major services.

The Union does not join in the appeal to set aside the orders of April 17, 1945, and May 4, 1945, but does not oppose setting them aside provided the retroactive date of the full increases to the employees concerned is July 1, 1944.

On the evidence before us—which was not denied—we have reached the conclusion that neither the B.C. Electric Railway Company, Limited, or the B.C. Power Corporation, Limited, exercise direct control over the policies of the appellant Company. The Boards of Directors are entirely separate and it is quite clear that the statements as to policy made by the officers of the said two Companies were intended to refer and did refer only to those departments and companies directly under their control.

The only question, therefore, remaining for consideration is the effective date of the increases to the Bus Operators. The agreement

between the parties expired on June 30, 1944, and shortly thereafter discussions took place between the parties as to the increases now sought. The Company says that it has always been its policy to make each new agreement retroactive to the expiry date of the immediately preceding agreement and this was well known to the employees; and that this promotes harmony during collective bargaining and that it desires to follow this long established practice. The Regional Board in the case of Junior and Senior Ticket Clerks made the increases effective from July 1, 1944, and from that there is no appeal. It is apparent that the increase of $4\frac{1}{2}$ cents to $83\frac{1}{2}$ cents was authorized by the Regional Board because of a similar increase granted to the employees of the B.C. Electric Railway Company, Limited, effective from March 1, 1944 (but here made retroactive only to July 1, 1944, because of the expiry on that date of the former contract) and it seems clear also that the full increase to 85 cents was made effective as of March 1, 1945, because of the increases allowed to the Vancouver Island Coach Lines Limited, effective on that date.

Under the special circumstances here disclosed, we are of the opinion that the Company should be authorized to increase its wage rates for Bus Operators from July 1, 1944, to February 28, 1945, to 85 cents per hour, or 4·8 cents per mile, whichever is the greater; and directed to pay the said rates from and after March 1, 1945.

Therefore, we grant the application for leave to appeal and allow the appeal to the extent above set forth and Finding and Direction will issue accordingly.

July 12, 1945.

Training

Vocational Training For Women

Survey Completed by Dominion Employment Service

A SURVEY of opportunities for pre-employment vocational training for women in urban centres has recently been completed. The survey was carried out by the women's divisions of the Dominion Employment Service in 33 cities, on the instigation of the Labour Department Committee on Post-War Training of which Mrs. Rex Eaton is chairman.

The scope of the survey included such occupations as household employment, textiles, stenography, hospital ward aides, hairdressing, salesmanship, retail selling, dressmaking, laundries and dry cleaning. A number of other occupations in which training might be useful was suggested in the reports from the Employment Offices, which were based on interviews with employers and other interested persons.

Selection of Trainees

Many of the employers consulted stressed the importance of obtaining workers well adapted to their employment. One of the valuable aspects of pre-employment training was that it facilitated the weeding out of workers unsuited for the particular occupation. On the other hand an employee well suited for her future work could be quickly trained and easily adjusted to her employment.

It was recommended everywhere that advice be given to a girl concerning her attitude to her job, her personal appearance, and her conduct while on the job as part of any training course.

Household Employment

In most localities the women's division of the Employment Service reported that training courses for household employees was considered to have valuable potentialities, since such training could be of assistance in raising the status of the occupation. Employers showed interest in the project, but the reports indicated that no great number of suitable students seemed likely to apply for training until there was a guarantee of reasonable wages and hours and an upgrading of the social status.

The occupation was placed first on the list in many reports, since there were more calls from employers for household workers than for women in other fields of employment.

Numerous suggestions were made in regard to a program for training in various forms of household work. It was suggested that a new approach to the occupation would include an emphasis on the trained household assistant with standard hours of work and standard scales of wages according to ability. It was felt also that there was need for education of employers in order to improve the conditions of work and the status of the employee. Training could be given to workers willing to undertake full-time or part-time employment.

Textiles

Pre-employment training was approved for the textile industry in many centres. In some cases training in the operation of power sewing machines was considered most desirable, and this, it was felt, would have the particular value of accustoming the trainee to the use of machinery, thus enabling her to commence employment with greater confidence. It would also enable the applicant's aptitude for such work to be determined. Other employers in this industry favoured on-the-job subsidized training for textiles operations.

Stenography

Refresher courses in stenography for girls who have been war workers are already taking place in some training centres.

A number of employers expressed the view that training standards for stenographic work were at present too low. Some felt that a basic reason for this was that a large percentage of girls undertake training in stenography without the proper educational foundation.

Hospital Ward Aides

Some reports indicated that owing to the shortage of hospital workers nurses are at present doing many domestic jobs which could more appropriately be done by qualified ward aides. Hospitals expressed interest in developing a course of training for hospital ward aides.

Salesmanship

Although many firms said that they preferred to train their own girls, a number of

stores, in particular some of the larger ones, expressed enthusiasm over the possibilities of a pre-employment course in salesmanship. A number of department stores pointed out also that training in salesmanship constituted a necessary approach to such professions as interior decorating, in which actual selling experience is considered requisite. A typical course, it was suggested, would begin with such matters as attitude of mind of the sales clerk, correct sales approach, obtaining interest of customers, display of merchandise, stock-taking, handling of cash, etc.; which might be followed by specialized training in connection with the goods to be sold, such as a study of fabrics, textures, etc. Some of the stores have their own basic training schools for new staff.

Waitresses

Considerable interest was expressed in a number of centres as to the possibilities for carrying on a training course for waitresses. As one possible aid, it was suggested that graduates be privileged to wear a pin, and that this would help to raise the standard of the occupation since the public would commence looking for the distinguishing badge in various eating establishments. The course would

be subdivided to meet the needs of hotels, restaurants, cafeteria staff, counter attendants, etc.

Other Occupations

The reports indicated that opportunities for establishing training courses vary considerably in different localities. Among the other occupations which were mentioned in some of the reports as having possibilities for pre-employment classes were the following: hair-dressing and beauty consulting, commercial cooking, medical laboratory technicians, binding help for the printing industry, and many others.

The reports on training possibilities received from the various Employment Offices have been submitted to Canadian Vocational Training to serve as a basis for further inquiry and planning, and to the Training Committee of the Unemployment Insurance Committee for the same purpose.

Commenting on the survey Mrs. Rex Eaton declared, "I should like to pay tribute to those who have successfully taken part in this work. Full and interested co-operation was given by the various groups in the community who were consulted and without whose assistance the reports could not have been secured."

Vocational Training for Ex-Service Personnel

THE Vocational Training Branch of the Department of Labour has issued a bulletin entitled *Vocational Training for Ex-Service Personnel*, outlining the methods being applied by the Branch in providing vocational training for men and women discharged from the armed services. It is designed primarily for the information of educational and vocational counselling personnel in the three armed services and at rehabilitation centres.

It is pointed out in the introduction that vocational training constitutes only one step, albeit an important one, in the rehabilitation of ex-service personnel. The Department of Veterans Affairs has requested the Department of Labour to assume responsibility for the provision of vocational training, as distinct from academic training, except in the case of categories of severe disabilities. For the latter, the Department of Veterans Affairs has made special arrangements, either through organizations such as the Canadian National Institute for the Blind, The Canadian National Institute for the Deaf, or by other organizations operated by or for the Department of Veterans Affairs.

The vocational training program is being carried on by the Vocational Training Branch in cooperation with the provincial governments. It utilizes the administrative and instructional organization built up during the war years, to train workers for war industries and for armed service tradesmen. In all, approximately 250,000 men and women were trained for war industries and over 120,000 tradesmen for the armed forces. During the three years ending November 30, 1944, vocational training was given to nearly 6,000 members of the armed services who had been given their discharge.

Procedure Followed

The procedure followed is to give as much predischARGE counselling and training as possible. Following discharge, members of the forces are referred to the Department of Veterans Affairs which is responsible for counselling. Those who desire vocational training are given further counselling and a recommendation is made in each case to the District Rehabilitation Board. Before training is given, each case must be approved by the

District Board, a representative of the Vocational Training Branch being present to advise on training opportunities. No tuition fee is charged any ex-service person and training Allowances are made by the Department of Veterans Affairs to cover living and incidental expenses. However, certain training costs, such as tuition fees paid to trade schools, correspondence schools, business colleges etc. are deducted from re-establishment credits. It is considered important that vocational counsellors, while informing an applicant concerning such deductions, should also point out that from a long range point of view, it is more advantageous to permanent re-establishment in most instances for the applicant to take a course of training rather than the re-establishment credit.

Principles Applied in Training

It is recognized, the bulletin points out, that rehabilitation is not complete until the trainee, whether a man or a woman, has been satisfactorily re-established in a peace-time job. Consequently, wherever possible, a definite job is found for every trainee prior to the completion of his training by representatives of the Department of Veterans Affairs, the Employment Service of the Unemployment Insurance Commission and by the Canadian Vocational Training Branch.

In the second place, it is pointed out, that the objective of the training is to develop a broad enough basis of practical skill and technical knowledge to enable the trainee to hold down a job in his chosen occupation in permanent peace-time employment. To accomplish this, such factors as the trainee's aptitudes, previous experience and education are

duly appraised and applied in directing the course.

Then too, the member to be trained in any single occupation is regulated as much as possible so as to avoid occupational overcrowding or the displacement of other workers by those who are being trained. This involves close co-ordination with the Employment Services of the Department of Labour and other organizations concerned with employment problems, such as employers' groups and organized labour.

Again, unlike war emergency training, instruction is given in daytime hours and only in exceptional cases in the evenings or on night shifts. The training is not necessarily given in a trainee's home town, as it is considered more efficient and, in the long run, more beneficial to the trainee to have a small number of competently staffed and well equipped training centres than to provide mediocre training in a larger number of centres.

Methods of Training

The methods of training are classified as follows, according to the demands of different occupations: (A) Pre-employment classes; (B) Indentured Apprenticeships; (C) Correspondence Courses; (D) Training on the Job in Industrial and Commercial Establishment; (E) Pre-Matriculation classes. Brief outlines of the plans followed for each of the courses are given in the Bulletin.

Lists of the Canadian Vocational Training Officials and of the courses given at the several Vocational Training Centres, as well as information respecting some seventeen standard trades are also included, providing ready information for counsellors and veterans alike.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the up-grading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Navy, Army and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the

present war and referred for training by the Department of Veterans Affairs;

- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of

TABLE 1—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
APRIL 1, 1945 TO JUNE 30, 1945 TRAINING ON THE JOB IN INDUSTRY

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to June 30/45	Enrolled to June	At End of June	From April 1/45 to June 30/45	From April 1/45 to June 30/45
Dominion Summary					
Men.....	1,304	293	1,014	122	168
Women.....	40	8	27	5	8
Total.....	1,344	301	1,041	127	176
Prince Edward Island					
Men.....	18	2	11	3	4
Women.....					
Total.....	18	2	11	3	4
Nova Scotia					
Men.....	24	7	23	1	
Women.....	4	1	4		
Total.....	28	8	27	1	
New Brunswick					
Men.....	21	3	17	1	3
Women.....	2	1	2		
Total.....	23	4	19	1	3
Quebec					
Men.....	155	24	109	35	11
Women.....	4		2	1	1
Total.....	159	24	111	36	12
Ontario					
Men.....	577	179	485	18	74
Women.....	7	4	7		
Total.....	584	183	492	18	74
Manitoba					
Men.....	93	24	79	5	9
Women.....	2		1		1
Total.....	95	24	80	5	10
Saskatchewan					
Men.....	89	6	67	11	11
Women.....	1		1		
Total.....	90	6	68	11	11
Alberta					
Men.....	143	21	97	29	17
Women.....	8	1	4	2	2
Total.....	151	22	101	31	19
British Columbia					
Men.....	184	27	126	19	39
Women.....	12	1	6	2	4
Total.....	196	28	132	21	43

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES

(Subject to Revision)

		NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
		From April 1/45 to June 30/45	Enrolled in June	At End of June	From April 1/45 to June 30/45	From April 1/45 to June 30/45
Dominion Summary						
Correspondence	{Men.....	303	46	267	7	29
	{Women.....	2		2		
Pre-Matriculation	{Men.....	1,559	169	1,177	186	196
	{Women.....	27	1	19	5	3
Total.....		1,891	216	1,465	198	228
Prince Edward Island						
Correspondence	{Men.....	3		3		
	{Women.....					
Pre-Matriculation	{Men.....	3		1	1	1
	{Women.....					
Total.....		6		4	1	1
Nova Scotia						
Correspondence	{Men.....	4		1	2	1
	{Women.....					
Pre-Matriculation	{Men.....	6		4		2
	{Women.....	1			1	
Total.....		11		5	3	3
New Brunswick						
Correspondence	{Men.....	4		4		
	{Women.....					
Pre-Matriculation	{Men.....	11	1	7	1	3
	{Women.....					
Total.....		15	1	11	1	3
Quebec						
Correspondence	{Men.....	49	6	43		6
	{Women.....					
Pre-Matriculation	{Men.....					
	{Women.....					
Total.....		49	6	43		6
Ontario						
Correspondence	{Men.....	117	32	105	1	11
	{Women.....					
Pre-Matriculation	{Men.....	1,107	119	842	130	135
	{Women.....	12		7	4	1
Total.....		1,226	151	954	135	147
Manitoba						
Correspondence	{Men.....	30	3	29		1
	{Women.....					
Pre-Matriculation	{Men.....	87	16	72	8	7
	{Women.....	3		2		1
Total.....		120	19	103	8	9
Saskatchewan						
Correspondence	{Men.....	16	2	15		1
	{Women.....	1		1		
Pre-Matriculation	{Men.....	33	4	28	1	4
	{Women.....	3		4		1
Total.....		53	6	46	1	6
Alberta						
Correspondence	{Men.....	41		34	1	6
	{Women.....	1		1		
Pre-Matriculation	{Men.....	207	19	164	5	38
	{Women.....	6	1	6		
Total.....		255	20	205	6	44
British Columbia						
Correspondence	{Men.....	39	3	33	3	3
	{Women.....					
Pre-Matriculation	{Men.....	105	10	59	40	6
	{Women.....	2		2		
Total.....		146	13	94	43	9

TABLE 3—REHABILITATION TRAINING IN SCHOOLS

	NUMBERS IN TRAINING			PLACED IN EMPLOYMENT		COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	From April 1/45 to June 30/45	Enrolled in June	At End of June	From April 1/45 to June 30/45	In June	From April 1/45 to June 30/45	From April 1/45 to June 30/45
Dominion Summary							
Men.....	2,614	259	1,570	518	212	138	392
Women.....	827	86	542	132	45	29	126
Total.....	3,441	345	2,112	650	257	167	518
Prince Edward Island							
Men.....	18		6	2		7	3
Women.....	5	1	4			1	
Total.....	23	1	10	2		8	3
Nova Scotia							
Men.....	63	3	53	4			6
Women.....	6	1	5	1			
Total.....	69	4	58	5			6
New Brunswick							
Men.....	107	8	52	23	12	7	27
Women.....	22	2	15	2	1		5
Total.....	129	10	67	25	13	7	32
Quebec							
Men.....	395	18	208	68	28	56	33
Women.....	109	6	71	17	6		21
Total.....	474	24	279	85	34	56	54
Ontario							
Men.....	966	140	655	136	74	18	157
Women.....	226	28	160	26	13	10	30
Total.....	1,192	168	815	162	87	28	187
Manitoba							
Men.....	313	16	194	60	33	17	42
Women.....	119	10	75	21	4	1	22
Total.....	432	26	269	81	37	18	64
Saskatchewan							
Men.....	217	118	96	84	26	15	22
Women.....	70	12	42	11	2	10	7
Total.....	287	30	138	95	28	25	29
Alberta							
Men.....	268	30	124	72	17	11	61
Women.....	134	16	86	27	5	6	15
Total.....	402	46	210	99	22	17	76
British Columbia							
Men.....	297	26	182	69	22	7	41
Women.....	136	10	84	27	14	1	26
Total.....	433	36	266	96	36	8	67

charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to June 30, 1945, the gross enrolment under Canadian Vocational Training has been as follows:

Training in Industry.....	273,612
Army Tradesmen.....	48,952
Navy Tradesmen.....	9,051
R.C.A.F. Tradesmen.....	65,211
Rehabilitation (Discharged persons from the Forces)...	12,090
Students	7,649
TOTAL	416,565

Of the types of training that have been provided during the past few years as listed above, the following are being discontinued, except where there is particular need in a special type of industry, such as, the building trades and the textile industry:

- (1) Pre-employment classes
- (2) Part-time classes
- (3) Plant Schools
- (4) Training of tradesmen for the Armed Forces.

With this issue of the *LABOUR GAZETTE*, monthly publication of the tables dealing with training for the Armed Forces, training in industry and pre-employment training has been discontinued, but the rehabilitation training of discharged members of the Forces has been expanded under three tables: (1) to show those who are being trained on the job with individual employers in industrial and commercial establishments, (2) those who have been enrolled for a correspondence course or who have registered for pre-matriculation training prior to entering a university or

qualify for certain occupations, and (3) pre-employment training given in schools. These include provincial and municipal vocational schools, private trade schools and business colleges, special C.V.T. vocational training centres.

As of June 30 there were still under training in all provinces in full-time pre-employment schools, 38 men and 116 women; the majority of the latter comprise women enrolled in classes to train as stenographers for the Dominion Civil Service and in special classes to train as social welfare aides. The number of employed persons enrolled in part-time classes throughout the Dominion at the end of June was 88 and on the same date there were still under training 743 Army Tradesmen (largely comprised of clerks and young soldiers under the Canadian Technical Training Corps) and 25 Naval tradesmen.

Rehabilitation Training

The total number of discharged members of the Forces enrolled on June 30 in all types of training was 4,618, an increase of only 72 during the month. The field and supervisory staff has been substantially increased in most of the provinces, and additional appointments are being made, as qualified persons both men and women are being discharged from the Forces. Squadron Officer Marion Graham, who has recently been discharged from the Women's Division of the R.C.A.F., has been appointed Dominion Supervisor of Women's Training and assumes her duties at the beginning of August.

As buildings suitable for training purposes become surplus to Navy, Army or Air Force requirements, these are being turned over by War Assets Corporation; the same holds good for machine tools and other items of equipment, but the process is extremely slow, and the program still lacks the necessary buildings and equipment in many areas.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

The articles on strikes and lockouts, formerly included in this section, may be found elsewhere in this issue.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for three days during the month of July. During this period the Board received nine applications, held three hearings, issued ten certificates designating bargaining representatives, rejected one application, ordered two representation votes, and gave decisions in three appeal cases.

Certificates Issued

(1) Brotherhood of Railroad Trainmen and Michigan Central Railroad, (Canada Division) (New York Central Railroad Company, Lessee) St. Thomas, Ontario. (L.G., March, 1945, p. 289). The Union and Mr. F. A. Collin were certified as bargaining representatives for the road train conductors employed by the Michigan Central Railroad (Canada Division) (New York Central Company, Lessee)

St. Thomas, Ontario. Conductors employed in yard service were excluded from the bargaining unit.

(2) Brotherhood of Railroad Trainmen and Wabash Railroad Company, Lines East of Detroit (Buffalo Division) St. Thomas, Ontario. (L.G., March, 1945, p. 290). The Union and Mr. F. J. Kileen were certified as bargaining representatives for the road train conductors employed by the Wabash Railroad Company, Lines East of Detroit (Buffalo Division) St. Thomas, Ontario. Conductors in yard service were excluded from the bargaining unit.

(3) Brotherhood of Railroad Trainmen and Pere Marquette Railroad Company (Canadian Division) St. Thomas, Ontario. (L.G., March, 1945, p. 290). The Union and Mr. F. E. Crawford were certified as bargaining representatives for the road train conductors

employed by the Pere Marquette Railroad Company (Canadian Division) St. Thomas, Ontario. Conductors employed in yard service were excluded from the bargaining unit.

In each of these three cases a representative vote of the employees affected was taken by an official of the Board, following a public hearing by the Board.

(4) The Oshawa Railway and Thousand Islands Railway Clerical Association and Oshawa Railway Company, Oshawa, Ontario, (subsidiary of Canadian National Railways) (L.G., May, 1945, p. 665). The Union and Messrs. Nelson Whinfield and Thomas Driscoll were certified as bargaining representatives for clerks, accountant, yard foreman and clerk, shed foreman, cashier, rate clerks, claims and correspondence clerks, billers, yard clerks, cartage and posting clerks, inward clerks, claims inspector and billing clerk, stenographers, assistant biller and advice clerk, checkers, and janitrix in the freight office, the storekeeper-timekeeper in the stores department, superintendent's secretary, draftsman and relief despatcher in the superintendent's office. Certification followed a public hearing by the Board and an investigation of the application by an Officer of the Board.

(5) Canadian Seamen's Union, Pacific Coast District, and Kingcome Navigation Company Limited, Vancouver, B.C. (L.G., May, 1945, p. 665). Following an investigation of the application by an Officer of the Board, the Union and Messrs. J. M. Smith, and H. Sipes were certified as bargaining representatives for the unlicensed crew members of the deck, engine room, and steward's departments of vessels operated from Pacific Coast ports by the Kingcome Navigation Company Limited, Vancouver, B.C. Masters, mates and engineers were excluded from the bargaining unit.

(6) Canadian Seamen's Union and Marine Industries Limited, Leaf Barges Division, Sorel, P.Q. (L.G., June, 1945, p. 829). The Union and Messrs. J. A. Sullivan, D. Ferguson, C. E. Lenton and Theodore Roy were certified as bargaining representatives for the unlicensed personnel employed on vessels operated by Marine Industries Limited, Leaf Barges Division, Sorel, P.Q. Certification followed an investigation of the application by an Officer of the Board.

(7) Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 199, and Canadian National Railways (lighterage), Moncton, N.B. (L.G., July, 1945, p. 962). Following an investigation of the application by an Officer of the Board, the Union and Messrs. A. R. Mosher, J. E. McGuire, F. H. Gillespie, F. D. Nicoll, J. A. Helder and L. B. Lang were certified as bargaining representatives for the employees of the Canadian

National Railways engaged in lighterage operations at Halifax, N.S. The Marine Superintendent, Pier Supervisor and Assistant Superintendent, and Deck Maintainer were excluded from the bargaining unit.

(8) Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 59, and Canadian National Railways, Vancouver, B.C. (L.G., July, 1945, p. 962). The Union and Messrs. T. McGregor, J. H. Whiteman, H. Allison, James Detweller, and John A. McDonald were certified as bargaining representatives for the employees, comprising the grain door gang, employed by the Canadian National Railways, Vancouver, B.C. The foreman was excluded from the bargaining unit. Certification followed an investigation of the application by an Officer of the Board.

(9) Canadian Seamen's Union, Pacific Coast District, and Vancouver Barge Transportation Limited, Vancouver, B.C. Following an investigation of the application by an Officer of the Board, the Union and Messrs. J. M. Smith, H. Sipes, and G. H. Taylor were certified as bargaining representatives for the unlicensed crew members in the deck, engine room and steward's departments of vessels operated from Pacific Coast Ports, by Vancouver Barge Transportation Limited, Vancouver, B.C. Masters, mates and engineers were excluded from the bargaining unit.

(10) Canadian Seamen's Union, Pacific Coast District, and Victoria Tug Company Limited, Victoria, B.C. The Union and Messrs. J. M. Smith and H. Sipes were certified as bargaining representatives for the unlicensed crew members in the deck, engine room and steward's departments of vessels operated by the Victoria Tug Company Limited, Victoria, B.C. Masters, mates and engineers were excluded from the bargaining unit. Certification followed an investigation of the application by an Officer of the Board.

Application for Certification Rejected

Seafarers' International Union of North America, Vancouver Branch, Pacific District, and Vancouver Tug Boat Company, Limited, Vancouver, B.C. (L.G., July, 1945, p. 962). Following an investigation of the application by an Officer of the Board, the Board decided that the application could not be entertained for the reason that it had not been shown that the applicant union acted with the authority of the majority of the employees affected as prescribed by the Regulations.

Representation Votes Ordered

(1) Canadian Brotherhood of Railway Employees and Other Transport Workers and Northern Alberta Railway Company, Edmonton, Alberta (L.G., June, 1945, p. 829). The

eligible voters are the employees in the Mechanical and Stores Departments of the Northern Alberta Railway Company, Edmonton, Alberta. The Board decided that the employees in the Mechanical and Stores Departments affected by the application would constitute one unit and that a vote of the employees affected be conducted by an officer of the Board, the name of the applicant union as well as the name of the intervening union, the International Brotherhood of Firemen and Oilers, Helpers, Roundhouse and Railroad Shop Labourers appearing on the ballot.

(2) Brotherhood of Maintenance and Way Employees and Canadian National Railways, Western Lines, Winnipeg, Manitoba, (grain door repairmen at Lakehead Terminals) (L.G., June, 1945, p. 829). Those eligible to vote are the carpenters employed as grain door repairmen at Lakehead Terminals of the Canadian National Railways.

Applications for Certification Under Investigation

1. Canadian Seamen's Union on behalf of unlicensed crew members in deck, engine room and steward's department on vessels operating from Pacific coast ports of the Vancouver Barge Transportation Company Limited, Vancouver, B.C.

2. Canadian Seamen's Union on behalf of unlicensed crew members in deck, engine room and steward's department on vessels operated by the Victoria Tug Company, Victoria, B.C.

3. Canadian Air Lines Dispatchers Association on behalf of Flight Control Officers (alternate title "dispatchers") and assistants of Trans-Canada Air Lines, Winnipeg, Manitoba.

4. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of bus drivers, truck drivers, mechanics, office clerk and coach cleaner employed by Canadian National Transportation Company Limited, Hornepayne, Ontario.

5. International Brotherhood of Electrical Workers on behalf of plant workers and outside

maintenance men employed by the Maritime Electric Company Limited, Charlottetown, P.E.I.

6. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 1374, on behalf of employees of Western Canada Greyhound Lines Limited, Calgary, Alberta, employed in the four western provinces.

7. Canadian Seamen's Union on behalf of the unlicensed personnel in deck, engine room and steward's departments on ocean going vessels owned and/or operated by the Imperial Oil Limited, Marine Departments, Toronto, Ontario.

8. Canadian Seamen's Union on behalf of the unlicensed personnel in deck, engine room, and steward's departments on vessels owned and/or operated by the British American Oil Company Limited, Toronto, Ontario.

9. Canadian Seamen's Union on behalf of the unlicensed personnel in deck, engine room, and steward's departments on vessels owned and/or operated by the Diamond Steamship Limited, Owen Sound, Ontario.

Decision of Board in Appeal Cases

The Board issued reasons for judgment in the following Appeal Cases:

(1) Union Mine Workers of America, District 18, appellant, and Western Dominion Coal Mines Limited, Taylorton, Saskatchewan, respondent, and Saskatchewan Coal Miners' Union (Taylorton Division) intervener respondent.

(2) Selkirk Foundry Workers' Unit, One Big Union, appellant, and Manitoba Steel Foundries Limited, Selkirk, Manitoba, respondent, and International Moulder and Foundry Workers' Union of North America (Local 402), intervener respondent.

(3) Scavenging and Incinerator Employees Unit, One Big Union, appellant, and the Corporation of the City of Winnipeg, respondent, and the Federation of Civic Employees, intervener respondent.

Between: United Mine Workers of America, District 18 (Petitioner) Appellant, and Western Dominion Coal Mines, Limited, Taylorton, Sask., Respondent, and Saskatchewan Coal Miners' Union (Taylorton Division) (Intervener) Respondent.

The Board consisted of the Vice-Chairman, A. H. Brown, and Messrs. Best, D'Aoust, Deschamps, Complin, Hills, Taylor.

Reasons for Judgment

This is an application for leave to appeal and an appeal by the United Mine Workers, District 18, from the decision of the Saskatchewan Wartime Labour Relations Board

rejecting an application made by the appellant on Feb. 27, 1945, for certification of bargaining representatives on behalf of employees of the company because of the existence of a collective agreement entered into on Feb. 13, 1945, between the company and the Saskatchewan Coal Miners' Union on behalf of the same employees.

The decision of the Saskatchewan Board was based on the provisions of Section 9 of the Regulations, the effect of which is to constitute a bar to the election of new bargaining representatives and an application for certification until after ten months of the term of a subsisting collective agreement.

The agreement in question of Feb. 13, 1945, was negotiated to replace an agreement entered into between the company and the Saskatchewan Coal Miners' Union, dated Aug. 21, 1939, containing a closed shop provision and which had been amended by the parties on occasions in the interim.

Negotiations for the completion of a new agreement were initiated between the representatives of the Saskatchewan Coal Miners' Union in October, 1944, and were carried on down to the date of the new agreement on Feb. 13, 1945, in the course of which meetings of the employees were called by public notice by the representatives of the Union for the purpose of discussion of the terms of agreement under negotiation. On the other hand the appellant union did not attempt organization among the employees before the final stage of negotiation of the new agreement and bargaining representatives were not elected by that organization until Feb. 18, 1945. The appellant explains the delay in its attempt at organization on the grounds of an earlier undertaking given in the course of a strike settlement made in Sept., 1939, and a decision made again by it in the fall of 1944, to refrain from organization of the employees of the company in favour of the Saskatchewan Coal

Miners' Union during the period of the war and charges that bad faith on the part of the latter union and the Canadian Federation of Labour, by reason of the affiliation of that union with the Federation during the period of the war in breach of the same strike settlement, led to the later decision to attempt organization.

Whatever substance there may be in these charges, the fact remains that the appellant did not attempt organization until the final stage of negotiation of the agreement nor until a date which was too late to permit it to elect bargaining representatives and apply for certification before the company and the intervener had consummated the new agreement on Feb. 13, 1945, after a protracted period of negotiation. The Board is of opinion that in view of all the circumstances the agreement should stand and that the election of new bargaining representatives and the application are therefore out of order in point of time.

Leave to appeal is granted but the appeal is dismissed.

(Sgd.) A. H. BROWN,
for the Board.

Dated at Ottawa, July 17, 1945.

M. A. MacPherson, Esq., K.C., John Stokalak, Esq., Pat Conroy, Esq., for (Petitioner) Appellant; W. W. Lynd, Esq., K.C., A. E. Turner, Esq., F. H. Nord, Esq., for Respondent; E. Smith, Esq., J. J. Smart, Esq., N. Jennings Esq., for (Intervener) Respondent.

**Between: Selkirk Foundry Workers' Unit, O.B.U.—(Petitioner) Appellant,
and Manitoba Steel Foundries, Limited, Selkirk, Man., Respondent,
and International Moulders & Foundry Workers Union of North
America, Local No. 402 (Intervener) Respondent.**

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Hills, Harmegnies, Mosher and Taylor.

Reasons for Judgment

This is an application for leave to appeal and an appeal taken by the Selkirk Foundry Workers' Unit, O.B.U., from a decision of the Manitoba Wartime Labour Relations Board rejecting an application made by the Union for certification of bargaining representatives of employees of the Manitoba Steel Foundries, Limited, following a vote, ordered by and taken under the direction of that Board, and from a refusal of the said Board to order a second vote on the application of the Union.

On the vote the Union did not obtain the support of a majority of the employees in the

bargaining unit and even if effect were given to its present objections as to the count of certain ballots, this would not affect the result. While objections are also taken to the manner of conducting the vote, the scrutineer of the appellant union signed a certificate following the balloting that the same had been conducted in a fair and reasonable manner and no evidence was submitted to the contrary effect to satisfy the Board that the vote was conducted in a manner prejudicial to the appellant or otherwise than in a fair and proper manner. While the appellant in making application to the Manitoba Board for a second vote claimed unfair interference on the part of the company in the election and unfair electioneering practices on the part of the

intervening union and bases its appeal on the refusal of the Manitoba Board to give effect to this contention, these charges were not substantiated by evidence before the Manitoba Board nor was evidence submitted to show that the result of the vote was affected by these alleged actions.

Leave to appeal is granted but the appeal is dismissed.

Dated at Ottawa, July 18, 1945.

(Sgd.) A. H. BROWN,
for the Wartime Labour Relations
Board (National)

**Between: Scavenging and Incinerator Employees Unit, O.B.U. (Petitioner)
Appellant, and The Corporation of the City of Winnipeg, Respondent
and The Federation of Civic Employees, (Intervener) Respondent.**

The Board consisted of Vice-Chairman, A. H. Brown, and Messrs. Best, Complin, D'Aoust, Hills, Harmegnies, Mosher and Taylor.

Reasons for Judgment

This is an appeal from a decision of the Manitoba Wartime Labour Relations Board refusing the application of the appellant Union for establishment of a grievance procedure pursuant to Sections 17 and 18 of the Regulations to dispose of a grievance of employees represented by the union and arising out of the promotion by the Corporation of the City of Winnipeg of an employee to fill the position of foreman in the Street Cleaning and Scavenging Department of the City. At the time this appointment was made in the fall of 1944, the representatives of the union were negotiating a new collective agreement on behalf of the employees in this division with the city authorities to replace an agreement between the city and the Committee of Civic Employees which had terminated on Feb. 29, 1944.

While the agreement was not in effect at the time the appointment was made, both the city authorities and the intervener which had

been a party to the former agreement state that the appointment complained of was made in accordance with its seniority provision: "by the employee in the same department who has served longest in the next grade junior to the position vacant." These parties further state that in making the appointment the matter was considered successively by the department heads, the legislative and reception committee and the adjustment committee of the Council and by the City Council itself.

The Manitoba Board decided that it had no authority under the Regulations to intervene to establish a grievance procedure under sections 17 and 18 of the Regulations since there was no collective agreement in effect at the time the appointment was made and as the matters involved were not matters involved in the negotiations of a new agreement. This Board is in agreement with the decision of the Manitoba Board.

The appeal is, therefore, dismissed.

Dated at Ottawa, July 19, 1945.

(Sgd.) A. H. BROWN,
for the Wartime Labour Relations
Board (National).

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiation for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agree-

ment might be facilitated by the appointment of a Board of Conciliation, a Board is established by the Minister of Labour forthwith. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Board Reports Received

During July reports were received from six Boards of Conciliation:—

Concerning Aluminum Company of Canada, Limited, Arvida, P.Q., and Le Syndicat National des Employés d'Aluminium.

Concerning Boeing Aircraft of Canada, Limited, Vancouver, B.C., and Aeronautical Mechanics, Lodge 756, International Association of Machinists.

Concerning Champion Spark Plug Company of Canada, Limited, Windsor, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.) Local 195.

Concerning Ford Motor Company of Canada, Limited, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 240.

Concerning Imperial Optical Co., Toronto, Ont., and Local 514 United Electrical, Radio, and Machine Workers of America.

Concerning H. Krug Furniture Co., Ltd., Kitchener, Ont., and Local No. 8, Canadian Aircraft Workers Association.

Concerning Motor Products Corporation, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.) Local No. 195.

Concerning St. Clair Processing Company, Sarnia, Ont., and United Gas, Coke and Chemical Workers.

Concerning Dominion Button Company, Kitchener, Ont., and National Union of Textile Workers.

Boards Fully Constituted

During July nine Boards of Conciliation were fully constituted:—

Canadian Marconi Co., Ltd., Montreal, P.Q.—The Board of Conciliation established to deal with a dispute between the Canadian Marconi Company Limited, Montreal, P.Q. and the Commercial Telegraphers Union, Canadian Marconi System, Division No. 59, was fully constituted on July 17 with the appointment of Mr. L. W. Brockington, K.C., Ottawa, Ont., as Chairman of the Board on the joint recommendation of the two other members of the Board. Mr. W. A. Merrill, K.C., Montreal, P.Q., and Mr. Bora Laskin, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

Dominion Fabrics, Limited, Dunnville, Ont.—The Board of Conciliation established to deal with a dispute between Dominion Fabrics, Limited, Dunnville, Ont., and Textile Workers Organizing Committee, Local 21, C.C.L. was fully constituted on July 18, with the appointment of Dr. A. Brady, Toronto, Ont., as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. James L. McLennan and Bora Laskin, both of Toronto, were appointed

on the nomination of the employer and employees respectively.

Frost and Wood Company Limited, Plant No. 1, Smith's Falls, Ont.—The Board of Conciliation established to deal with the dispute between the Frost and Wood Company Limited, Plant No. 1, Smith's Falls, Ontario, and United Steel Workers of America, Local 3140, was fully constituted on July 7 with the appointment of Mr. L. W. Brockington, K.C., Ottawa, Ont., as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation of the other two members of the Board. Mr. D. P. Cruikshank, Ottawa, Ont., and Mr. Henry L. Carthwright, Kingston, Ont., were appointed on the nomination of the employer and employees respectively.

Holeproof Hosiery Company of Canada, Limited, London, Ont.—The Board of Conciliation established to deal with a dispute between the Holeproof Hosiery Company of Canada Limited, London, Ont., and United Textile Workers of Canada, Local 22, was fully constituted on July 9, with the appointment of His Honour Judge Egerton Lovering, Toronto, Ont., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Messrs. N. L. Matthews, K.C., and Irving Himel, both of Toronto, were appointed on the nomination of the employer and employees respectively.

Truscon Steel Corporation of Canada Limited, Windsor, Ont.—The Board of Conciliation established to deal with a dispute between the Truscon Steel Corporation of Canada Limited, Windsor, Ont., and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO) Local 195, was fully constituted on July 26, with the appointment of His Honour Judge Egerton Lovering, Toronto, Ont., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. Bruce Clause, Kingsville, Ont., and Mr. Bora Laskin, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

John Inglis Company Limited, (Ordnance Division), Toronto, Ont.—The Board of Conciliation established to deal with a dispute between John Inglis Company Limited, (Ordnance Division), Toronto, Ont., and Local 2900 United Steelworkers of America, was fully constituted on July 26, with the appointment of His Honour Judge W. D. Roach, Toronto, Ont., as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from

the other two members of the Board. Messrs. E. MacAulay Dillon and H. Orliffe both of Toronto were appointed on the nomination of the employer and employees respectively.

A. R. Kaufman, Kitchener, Ont.—The Board of Conciliation established to deal with a dispute between the A. R. Kaufman, Kitchener, Ont., and United Rubber Workers of America, was fully constituted on July 23, with the appointment of His Honour Judge W. T. Robb, Orangeville, Ont., as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. L. Matthews, Toronto, Ont., and Mr. A. Williams, Oshawa, Ont., were appointed on the nomination of the employer and employees respectively.

Atkins Stage Lines Limited, Chilliwack, B.C.—The Board of Conciliation established to deal with a dispute between Atkins Stage Lines Limited, Chilliwack, B.C. and Division 101, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, was fully constituted on July 24, with the appointment of Mr. J. Howard Harman, Victoria, B.C. as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Messrs. Alan M. Russell and R. K. Gervin both of Vancouver were appointed on the nomination of the employer and employees respectively.

Firestone Tire & Rubber Company of Canada Limited, Hamilton, Ont.—The Board of Conciliation established to deal with a dispute between Firestone Tire & Rubber Company of Canada Limited, Hamilton, Ont., and Local 113, United Rubber Workers of America, was fully constituted on July 11, with the appointment of His Honour Judge W. D. Roach, Toronto, Ont., as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. Neil Petersen, Toronto, Ont., and Mr. A. Williams, Oshawa, Ont., were appointed on the nomination of the employer and employees respectively.

Boards Established

During July seven Boards of Conciliation were established but not fully constituted:—

Concerning Ford Motor Company of Canada Limited, Toronto, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO).

Concerning Fahrloy Corporation of Canada Limited, Orillia, Ont., and United Electrical Radio & Machine Workers of America, Local 511.

Concerning Canadian Bridge Company, Plants 1 and 2, Walkerville, Ont., and United Steelworkers of America, Local 2471.

Concerning Canadian Car & Foundry Company Limited, (Aircraft Division), Fort William, Ont., and the International Association of Machinists, Aircraft, Lodge 719.

Concerning Fairfield & Son Limited, Winnipeg, Man., and Amalgamated Clothing Workers of America, Local 459.

Concerning Port Arthur Shipbuilding Company, Port Arthur, Ont., and Industrial Union of Marine & Shipbuilding Workers, Local 11.

Concerning Walker Metal Products Limited, Windsor, Ont., and International Union, United Automobile, Aircraft & Agricultural Implement Workers of America, (UAW-CIO), Local 195.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from Conciliation Officers indicating the successful conclusion of negotiations and the signing of an agreement:—

Concerning Atlantic Sugar Refineries, Limited, Saint John, N.B. and Sugar Refinery Workers' Union, Local No. 2—H. R. Pettigrove, Conciliation Officer.

Concerning Bryce Bakeries, Limited, Brandon, Man. and Canadian Bakery Workers, Local No. 1—Thomas Williams, Conciliation Officer.

Concerning Canada Bread Company Limited, Toronto, Ont., and Amalgamated Bakers & Confectioners of Toronto—F. J. Ainsborough, Conciliation Officer.

Concerning J. Fred Williamson Limited, Saint John, N.B., and Industrial Union of Marine & Shipbuilding Workers of Canada, Local No. 3—H. R. Pettigrove, Conciliation Officer.

Concerning MacDonald Bros. Aircraft Limited, St. James, Man., and Spitfire, Lodge 741, International Association of Machinists—Thomas Williams, Conciliation Officer.

Concerning Morton Engineering & Drydock, Quebec, P.Q., and Union Canadienne des Chaudronniers et Constructeurs de Navires en fer—L. Pépin, Conciliation Officer.

Concerning McGavin Bakeries Limited, Brandon, Man., and Canadian Bakery Workers', Local No. 1, C.C.L.—Thomas Williams, Conciliation Officer.

Assignment of Conciliation Officers

Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Concerning Falconbridge Nickel Mines, Falconbridge, Ont., and Sudbury Mine, Mill & Smelter Workers Union, Local 598—William Dunn, Conciliation Officer.

Concerning Aluminum Company of Canada Limited, Kingston, Ont., and Local 54, International Association of Machinists—James Hutcheon, Conciliation Officer.

Concerning Canadian Carborundum Company Limited, Niagara Falls, Ont., and Local 819, International Union, Mine, Mill & Smelter Workers—J. P. Nicol, Conciliation Officer.

Concerning Canadian Top & Body Corporation, Tilbury, Ont., and International Union, United Automobile, Aircraft & Agricultural Implement Workers of America, (UAW-CIO)—J. P. Nicol, Conciliation Officer.

Concerning Chrysler Corporation of Canada Limited, Windsor, Ont., and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of Am. (UAW-CIO)—F. J. Ainsborough, Conciliation Officer.

Concerning Goderich Manufacturing Company, Goderich, Ont., and United Brotherhood of Carpenters & Joiners of America, Local 2622—F. J. Ainsborough, Conciliation Officer.

Concerning Park Steamship Lines Limited, Montreal, P.Q., and Commercial Telegraphers Union, Division 159—R. Trepanier, Conciliation Officer.

Concerning Perfect Circle Company Limited, Leaside, Ont., and United Steelworkers of America, Local 2729—George Fenwick, Conciliation Officer.

Concerning Sunshine Waterloo Company Limited, Waterloo, Ont., and United Steelworkers of America, Local 3292—H. Perkins, Conciliation Officer.

Concerning Thermoid Mould & Tool Works Limited, Welland, Ont., and Local 523, United Electrical, Radio & Machine Workers of America—J. P. Nicol, Conciliation Officer.

Concerning Frank Waterhouse Company, Vancouver, B.C., and Canadian Merchant Service Guild Inc.—G. R. Currie, Conciliation Officer.

Concerning John Bertrand & Sons Company and the Pratt & Whitney Company of Canada and the International Association of Machinists, Valley City Lodge, Local 1740—F. J. Ainsborough, Conciliation Officer.

McCord Corporation, Windsor, Ontario.—With regard to the case concerning the McCord Corporation, Windsor, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195, (see LABOUR GAZETTE, July 19, 1945, page 965), the Union has withdrawn its application for conciliation and the case is thereby suspended.

Report of Board in Dispute between the Aluminum Company of Canada, Limited, Arvida, P.Q., and Syndicat National des Employes de Aluminium

On June 30 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between the Aluminum Co. of Canada, Limited, Arvida, P.Q., and Syndicat National des Employes de Aluminium.

The personnel of the Board was as follows: Hon. Mr. Justice C. G. MacKinnon, Montreal, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Walter A. Merrill, K.C., and Théodoré Lesperance, K.C., appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Aluminum Company of Canada, Limited, Arvida, Quebec (Employer), and Syndicat National des Employes de L'Aluminium (Employees).

The first question to be decided is the formal objection raised by the attorney for the company as to the jurisdiction of the Board of Conciliation.

This objection is based on the pretension that the Syndicat did not give to the company a formal notice as required under the provisions of Order P.C. 1003 with a view to requiring the company to enter into negotiations for proposed amendments to the existing agreement that the Syndicat wanted.

The attorney for the company submitted that the notice given by the Syndicat was irregular in that it first signified its intention to renew the agreement and then went on to express its intention to negotiate amendments to it; also that it was late as having been given only on the 15th of December, 1944, when the agreement was to terminate on the 31st of December, 1944. The attorney for the company maintained that under the terms of Article 16 P.C. 1003 this notice should have been given at the latest ten

clear days before the two months preceding the date of expiry of the contract.

This objection appears to us to be based on too rigorous an interpretation of the terms of the notice as well as of the provisions of P.C. 1003. This notice read as follows:—

Arvida, P.Q., le 15 décembre, 1944

Aluminum Co. of Canada, Ltd.,
a/s Monsieur R. H. Skelton,
Gérant des Usines,
Arvida, Qué.

MONSIEUR:

Le 25 août 1937, l'Aluminum Company of Canada, Limited, signait avec le Syndicat National des Employés de l'Aluminium d'Arvida, inc. une convention collective qui expirait le 31 décembre 1938. Mais en vertu d'une clause de renouvellement automatique qu'elle comportait, cette convention s'est renouvelée d'année en année jusqu'à date. Le Syndicat ne veut pas cette année encore rompre cette entente qui a apporté aux ouvriers d'Arvida des avantages appréciables.

Le Syndicat veut cependant faire amender la convention sur plusieurs points que nous vous avons déjà exposés. Nous regrettons que la Compagnie n'ait pas cru devoir se rendre à notre demande souvent répétée.

Si d'ici dix jours, délai fixé par la loi, la Compagnie n'a pas commencé les négociations au sujet de ces amendements, nous verrons à ce que la loi suive son cours.

We are of the opinion that this notice read in its entirety indicates sufficiently the intention on the part of the Syndicate to renew the agreement subject to certain amendments then under discussion between the parties. The notice refers expressly to the law and it appears clear to us that it sufficiently expressed the intention of the Syndicat to enter into discussions for the renewal of the contract in accordance with the dispositions of the law.

Article 16 of P.C. 1003 is as follows:—

Either party to a collective agreement may, on ten clear days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of two months prior to the expiry date, and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such a renewal.

We also believe that it would be interpreting this article too rigorously to say that the notice should be given ten clear days before the period of two months preceding the expiry date of the contract. We are of the opinion that under the terms of this article it is sufficient that the demand be made during the period of two months preceding the date of expiry. In the present case the notice was given on the 15th of December, 1944, and the date of the expiry of the contract was the 31st of December, 1944. Consequently the notice was given in sufficient time to permit the parties to enter into negotiations during

the period established by law to commence such negotiations.

For these reasons we believe that the Syndicate has sufficiently complied with the requirements of the law and we are of the opinion that the board is justified in taking cognizance of the differences between the parties and in making a report thereon.

During the hearing the parties met together separately and went over the proposed amended contracts submitted respectively by the company and the Syndicat and reached an agreement on certain clauses but there were others on which no agreement could be arrived at.

The draft contract attached hereto, based on P-3 the contract submitted by the Syndicat, contains Sections 1, 11, sub-sections 1, 2, 3, 5 and 6 of Section III, Section IV, Section VI, Section VII, Section VIII, Section IX, Section X, Section XI, Section XII and Section XIII which were all agreed upon. Section XII sub-section 2 in the attached agreement has been redrafted by the Board in accordance with its understanding of what the parties had mutually accepted.

Sub-section 4 of Section III was not agreed on by the Company.

The Board recommends that this sub-section 4 be accepted. This so-called check-off clause leaves any employee free to sign it or not as he may see fit and it is not to be inaugurated unless 50 per cent or more of the employees covered by the agreement have signed an authorization directing the company to deduct from the employee's pay each month the amount owing by the employee to the Syndicat in monthly or special fees. It also provides for compensation to the Company for cost incurred by the extra work involved to an amount not to exceed 5 per cent of the sums collected.

The Board also recommends that sub-section 5 of Section V in the draft agreement be replaced by the following sub-section 5:

Discrimination:—

Regarding the above paragraphs Nos. 1, 2, 3 and 4, relating to employment, promoting etc., should an employee feel that he has been discriminated against, it is his privilege to take the matter up in the manner provided in Section XIV (B) sub-sections a, b, c and d.

Sub-section 6 of this Section V should consequently be deleted.

There is not sufficient evidence before the Board to enable it to recommend that if the decision of a Works Manager is not satisfactory that the parties should proceed to arbitration. If this method of dealing with grievances as to employment, promotion, etc., does not prove satisfactory the question can

always be reopened when discussing the renewal of the present contract at its termination.

It is recommended that Section VI, subsection 3 of the attached draft agreement should be replaced by the following section which is similar to that contained in the agreement between the Company and the Syndicat known as Isle Maligne Agreement filed as exhibit P-10:—

The Company will, as promptly as is reasonably possible, prepare and have available for inspection by the Syndicate a list showing the seniority of all employees covered by this agreement, and will revise such list at least once every twelve (12) months.

It is considered that the company should not be asked to furnish a list of its employees outside the plant and as long as this information is available at the company's office the Syndicat can have communication of the list with very little trouble.

The Board also recommends that Section XIV of the draft agreement be replaced by the following:—

Section XIV (a) Works Grievance Committee and Grievance Committees

GENERAL UNDERSTANDING

1. The parties of the Agreement shall form a works Grievance Committee and Departmental Grievance Committee, the functions of which will be:—

FUNCTIONS OF WORKS GRIEVANCE COMMITTEE AND DEPARTMENTAL GRIEVANCE COMMITTEE

- (a) To provide a recognized and direct channel of communications between the employees and the management.
- (b) To promote in the Works a spirit of co-operation.
- (c) To improve the efficiency of the Works and the contentment of the employees engaged therein.
- (d) The examination of grievances, either individual or general that may be brought to the notice of the Committees in accordance with the grievance procedure outlined in Section XIV (b).
- (e) The consideration of any matters referred to the Works Grievance Committee by the management.

COMPOSITION OF COMMITTEES

2. The Committees shall be composed of an equal number of representatives; half will be appointed by the Company and half by the Syndicat. The Works Grievance Committee shall be composed of:—

- 6 employees appointed by the Company
- 6 employees appointed by the Syndicat.

A department Grievance Committee shall be appointed for each of the following divisions with membership as indicated below:—

Aluminum Plant.....	4
Carbon Plant and Alpaste.....	4
Electrical Department.....	4
Mechanical Department.....	6
Ore Plants and Fluoride.....	6

The number of committees and the number of members of each may be revised from time to time by mutual consent to conform with operating conditions.

RIGHTS OF COMMITTEE MEMBERS

3. It is agreed by the Company that employees' representatives shall be free to discharge their duties in an independent manner without fear that their individual relations with the Company may be affected in any way by any action taken by them in good faith while acting in a representative capacity.

BY-LAWS

4. The by-laws covering the working of these Committees shall be formulated by the Works Grievance Committee when appointed.

Section XIV (b) Grievance Procedure

1. Any employee or former employee having cause for complaint may present his case for investigation and consideration within 10 days of the occurrence by strictly following the procedure outlined below:—

- (a) The employee shall, in the first instance, take up the matter personally or accompanied by an employee of his choice, or a representative of the syndicate, with his foreman.
- (b) Failing satisfactory solution within 48 hours, the case may be submitted to the general foreman or supervisor of the department within the next 48 hours, at which time the case shall be reduced to writing. At this time, the employee may be accompanied by a fellow-employee or a representative of the syndicate.
- (c) Failing satisfactory solution within 48 hours the case may be submitted promptly for review to his Departmental Grievance Committee for its recommendation to the Superintendent.
- (d) Failing satisfactory solution within 48 hours from the date of this appeal, the case may be presented in writing, directly or through a representative of the employee's own choice, to the Works

Manager, who shall render his decision within seven days of the submission of the case, or refer it to the Works Grievance Committee for recommendation before he renders a final decision. In the event of the final decision of the Works Manager on any grievance other than those falling under the provisions of Section V hereof, not being considered satisfactory the question may be referred to arbitration as provided for in the following sub-paragraphs. Nothing herein contained shall be construed as permitting an arbitration on any point covered by Section V of this agreement;

DEALING WITH MISINTERPRETATION OR VIOLATION OF THE AGREEMENT

- (e) Where an employee, or the Syndicate on behalf of an employee, alleges that there has been misinterpretation or violation of this agreement, the difference between the parties shall be referred to a Board in the manner and under conditions as hereinafter prescribed. The request for a board shall be made in writing within five days of the decision in the preceding step.

The Syndicate and the Company shall each appoint one representative to a board of three members and these two representatives shall appoint a third member who shall act as chairman.

Should the representatives appointed by the Syndicate and the Company fail to agree within five days upon the appointment of a third member, the Minister of Labour of the Dominion of Canada shall be requested to appoint a third member.

Within three days from the date of the appointment of the complete board, a written stipulation signed by the employee concerned, or by the Syndicate on behalf of the employee concerned, shall be presented to the Board. Such stipulation shall contain a statement of the specific issue in dispute and a brief statement of the position of the Syndicate on the question at issue.

The Syndicate and the Company shall each pay the expenses of its representative, and the expenses and/or fees of the third member shall be paid equally by the Syndicate and the Company.

In any case under dispute the presumption shall be, until proof to the

contrary, that the provisions of this Agreement have not been violated nor misinterpreted, and no decision shall have a retroactive effect. The findings of the majority of the board, rendered within the scope of its jurisdiction, shall be final and binding upon all parties concerned, but in no case shall the board, alter, modify or amend any part of this agreement.

- (f) The company recognizes the right of any employee to request a hearing with any one of its officers, up to and including the Works Manager. These officers reserve the right to refuse such a hearing if the employee has not followed the above-mentioned procedure.

NOTE.—All time intervals quoted above are exclusive of Sundays and holidays or an approved absence.

It is recommended that Sections 1, 3, 4, 5, 6, 7, 8, 9, 10 and 11 of P-4 as attached or as were mutually amended at the discussions between the parties held between the 8th and 19th of June, form part of the proposed amendments as an appendix to the existing contract.

It is not recommended that the Syndicate's request for an extra man in the pot-room be allotted to the machines to break the ends of the pots as in the opinion of the board there is not sufficient evidence before it to determine that such an extra man is necessary.

In the opinion of the Board Sections 12 to 15 of P-4 deal with matters which should be referred to the Wartime Labour Board and as the Syndicate has expressed its intention of making application to the Board for its consideration of these items this Board does not consider that it has sufficient information or knowledge of the technical matters involved so that it can make any recommendation on these points.

As regards Section 16 of P-4 dealing with the atmospheric conditions in the plant no recommendation will be made as this question is still under discussion between the parties.

On the 11th of June the delay within which the present Board of Conciliation was to make its report was extended for a period of three weeks.

(sgd.) C. GORDON MACKINNON,
Chairman.

(sgd.) THEODORE LESPERANCE,
Member.

Montreal, June 29, 1945.

Proposed Amendments to Agreement

Proposed amendments to the existing collective Labour Agreement covering the Arvida Works of the Aluminum Company of Canada, Inc., between Aluminum Company of Canada, Limited, a corporation organized and existing under the laws of the Dominion of Canada and having an office in the City of Arvida, County of Chicoutimi, Province of Quebec, (hereinafter called the "Company,") and La Fédération Nationale des Travailleurs de l'Aluminium Inc. (Affiliated to the National Federation of Aluminum Workers Inc., and the Confederation of Catholic Workers of Canada and having an office in the city of Arvida, County of Chicoutimi, Province of Quebec, hereinafter called the "Syndicate.")

Whereas the Company is doing business in the County of Chicoutimi;

Whereas the Syndicate and Messrs. Leo Hubert, J. R. Leclerc, Eugene Labrie, Saul Girard, Phil Cusson, R. Harmegnies and J. B. Bellemare, have been certified as of the second day of March, 1945, by the Wartime Labour Relations Board as bargaining representatives for all employees mentioned in Section 1 hereinafter;

Whereas employment by the Company is open to anyone even though not a member of the Syndicate or any lawful association or organization;

Whereas the Syndicate desires to amend the existing agreement with the Company;

Whereas the Syndicate is authorized and able to make an agreement binding all the employees listed in Section 1 hereinafter; and

Whereas the Company is willing to amend the existing agreement with the Syndicate and to apply the terms of said agreement to all employees listed in Section 1 hereinafter.

Now therefore the Company and the Syndicate as the present bargaining agent for and in consideration of the covenants hereinafter set forth, mutually agree that the existing agreement be amended to read as follows:

Section 1—Application

EXTENT OF AGREEMENT

1. This agreement shall bind all the employees of the Company at the Arvida Works, except those excluded under certification of the second day of March, 1945, by the Wartime Labour Relations Board, namely:—All employees on weekly or monthly salary, constables, guards, watchmen and plant personnel staff, and except also those mentioned in the following paragraph 2. The word "watchmen" is interpreted to cover those employees whose duties are plant protection.

2. All employees who are or become subject to any decree issued under the Collective Agreement Act of the Province of Quebec are excluded from the effects of the present agreement for all of the time during which they are subject to said decrees, whether on a permanent or a temporary basis.

Section II—Purpose

INTENTION

1. This Collective Labour Agreement is entered into for the purpose of promoting and continuing the existing good relationship between the Company and its employees to provide a basis of mutual understanding on conditions of employment and rates of pay and more specifically to assure:

- (a) The highest quality of production obtained by the most economic and efficient operation of the Company's works at Arvida, Que.;
- (b) The cleanliness and protection of the Plant property;
- (c) The safety (sécurité) of employees;
- (d) The prompt and fair disposition of grievances;
- (e) The observance of all Provincial and Federal laws affecting this Agreement.

CO-OPERATION

2. It is recognized by the Agreement that it is the duty of the Company and its aforesaid employees, as represented by the Syndicate, to co-operate in the above mentioned ways and in every other reasonable way for the mutual benefit of the said employees and of the Company.

NO WAIVER OF RIGHTS

3. Nothing herein shall be construed as a waiver of any right or obligation of the Company, or of any employee, or of the Syndicate, under any present or future applicable Federal or Provincial law.

Section III—General Conditions

APPLICATION

1. The said working conditions, rates of wages, etc., hereinafter specified shall be as prescribed, the provisions of which shall be read and construed together.

COMPANY RIGHTS

2. Nothing shall be interpreted as limiting the Company in the exercise of all its rights, powers and authority to extend, limit, curtail or cease operations and to exercise all their regular customary functions of Management.

NO LOCKOUT NOR STRIKE

3. The Company, on the one hand, and the Syndicate on the other hand, undertake that no lockout, strike, general slowdown of work,

nor stoppage of work shall take place except in pursuance of a dispute in which the Company and the workers covered by this Agreement are directly concerned.

PAY DEDUCTION FOR DUES TO SYNDICATE

4. Subject to the following provisions, the Company, upon receipt of a written authorization from an employee will deduct from the first pay of each month, the amount owed by this employee to the Syndicate, in monthly or special fees.

FORM TO BE USED

- (a) The authorization from which the employee may sign or on which he may affix his mark shall be as mutually agreed upon by the Parties hereto and shall be made out in triplicate, the original to be retained by the Company, one copy for the Syndicate and the Third copy for the employee.

PLACE FOR SIGNING AN AUTHORIZATION FORM

- (b) When an employee wishes to sign the above authorization form he will do so only within the premises of the Company but he may call upon the Grievance Agent for assistance if he so desire.

CANCELLATIONS

- (c) An employee may authorize the Company to discontinue the pay deductions at any time he wishes to do so by signing or affixing his mark to a cancellation notice, the form for which will be as prescribed by mutual agreement of the parties hereto. This form shall be made out in triplicate, the original to be retained by the Company, one copy for the Syndicate and the third copy for the employee.

EMPLOYEE LISTS

- (d) The Syndicate will give to the Company a statement of the amounts owed to it by each employee who has presented a written authorization to this effect.

DISPOSAL OF FUNDS

- (e) Each month, the Company will pay to the representative appointed by the Syndicate the total of the deduction thus authorized less the cost of making the deductions, which is not to exceed 5 per cent of the sums collected.

COST OF ESTABLISHING

- (f) The Company will submit to the Syndicate an estimate of the cost of

any changes in equipment, etc., brought about because of the introduction of these pay deductions and this cost will be borne by the Syndicate.

MINIMUM REQUIRED

- (g) It is agreed by the parties hereto that pay deduction for this purpose will not be inaugurated unless 50 per cent or more of the employees covered by this Agreement have authorized the company to do so.

CO-OPERATION FROM SYNDICATE

5. The Syndicate agrees that it will co-operate with the Company and support Company efforts to assure a full day's work on the part of the employees whom it represents and that it will actively combat absenteeism and other practices which curtail production, and will support the Company in its efforts to eliminate waste and inefficiency; to improve the Company workmanship, to prevent accidents and to promote goodwill between the Company and its employees.

NO DISCRIMINATION

6. That the Company and the Syndicate will not discriminate against any employee by reason of race, colour, creed, nationality, religious or political beliefs, or of union affiliation, or non-union affiliation, or union activities, and will not tolerate any such discrimination.

Section IV—Termination of Agreement

DURATION OF AGREEMENT

1. This Agreement shall remain in force for a period of one year from the date of signing after which it shall renew itself automatically from year to year unless written notification of the intention to terminate the Agreement be given by one of the contracting parties to the other, at least sixty days before any automatic renewal.

Section V—Employment, Promotions, Etc.

COMPANY'S RIGHT

1. In accordance with the purpose of this Agreement and subject to the following paragraphs, the Company reserves the right to select employees to be hired, dismissed or released, suspended, transferred, promoted or demoted.

ENGAGEMENTS

2. When hiring employees, due consideration will be given to local residence, education, age, physical fitness, family status, and in so far as is possible employees with previous

service shall be hired, giving preference to those with the longest service, but efficiency and ability to perform the work must be the first consideration.

PROMOTIONS

3. When promoting an employee to a vacancy or to a new position, the employee having the greatest number of years of service, with due respect to length of service of employees in the same department or occupation, will receive the promotion provided his efficiency and ability to perform the work is as great or greater than other employees.

LAY-OFFS

4. When releasing employees because of curtailment in operations, employees with the shortest service will be released first and those with the longest service will be released last, bearing in mind local residence and hardships which may be incurred through family status, but efficiency and ability to perform the work must be the first consideration.

DISCRIMINATION

5. Regarding the above paragraphs Nos. 1, 2, 3, and 4 relating to employment, promoting, etc., should an employee feel that he has been discriminated against, it is his privilege to take the matter up in the manner provided for in Section XIV—"Grievance Procedure" hereinafter, except that the costs of arbitration will be borne as specified in (6) below.

COST OF ARBITRATION

6. In the event of the Works Manager's decision being disputed by the Syndicate the case may be referred to arbitration in accordance with "Grievance Procedure" Section XIV 3 (e). In the event of the Works Manager's decision being maintained, the Syndicate will pay all expenses of the three members of the Arbitration Board up to the limit specified in Section 35 paragraphs (1) and (2) of Wartime Labour Relations Regulations P.C. 1003. In the event of the Works Manager's decision being reversed, the Company will pay all expenses of the three members of the Arbitration Board up to the same limits.

Section VI—Service Regulations

RULES

1. Continuous service and vacation regulations of the Company are set forth and attached hereto as Appendices 1 and 11, respectively, forming part of the present agreement.

LISTS OF LENGTH OF SERVICE

2. At times of lay-offs involving more than 200 employees, the Company will give the Syndicate access to complete lists of employees' service records affected by the lay-off.

3. The Company will, as promptly as is reasonably possible prepare and give information to the Syndicate a list showing the seniority of all employees covered by this agreement, and will revise such list at least once every twelve (12) months.

Section VII—Working Conditions—Day Workers

DEFINITION

1. Except as noted subparagraph (b) hereinafter, the term "Day Workers" applies to employees normally working during a regular 8 hour period of the day for six days each calendar week in order to maintain plant operations not of a continuous nature. They generally have a set meal interval.

2. Except as noted subparagraph (b) hereinafter, the standard starting and stopping times of day workers shall be:—

- (a) Monday to Saturday (inclusive) 8 a.m. to 12 noon; 1 p.m. to 5 p.m. Meal interval 12 noon to 1 p.m.
- (b) The starting and stopping times of day workers may be advanced or retarded at the discretion of the management, for any particular department or set of operations, but the total hours worked per standard week shall not exceed forty-eight.

SUNDAY WORK

3. Day workers shall not be required to work on Sundays unless it is for one of the following reasons:—

- (a) A breakdown of plant or machinery affecting production.
- (b) An emergency necessitating the carrying out of urgent repairs, continuance of essential service, or the maintenance of minimum operations on production.

4. In case of emergency when employees are required to work through their regular meal interval, they shall be given their meal interval as soon as possible after the emergency has passed.

5. The followings days shall be observed as Statutory Holidays and no worker shall be required to work on these days unless it is for one of the reasons given in clause 3 above.

New Year's Day
Epiphany
Ascension Day

St. John the Baptist Day
 Dominion Day
 All Saints' Day
 Immaculate Conception Day
 Christmas Day

Section VIII—Working Conditions—Shift Workers

DEFINITION

1. The term "Shift Workers" applies to employees normally working during varying 8-hour periods of the 24-hour day in order to maintain continuous plant operations. It is understood that shift workers will be allowed time off for meals (not over 20 minutes) in the middle of the shift at such times as does not conflict with their duties and that such time will be considered as part of the employee's normal rest period.

WORKING HOURS

2. Except as noted in subparagraph (a) the standard starting and stopping times of shift workers shall be:—

- 12 midnight to 8 a.m.
- 8 a.m. to 4 p.m.
- 4 p.m. to midnight

(a) The starting and stopping times of shift workers may be advanced or retarded at the discretion of the management for any particular department or set of operations, but the total hours worked per standard week shall not exceed forty-eight, except as noted in Section XI, paragraph 2.

3. Shift workers may be required, in special cases, to take their meal on the job. The meal interval of shift workers shall be paid as though worked, i.e. at regular rate. In the case of men working more than one shift, a meal interval shall be provided at the end of each four hours of work. The meal interval of shift workers may vary and shall be arranged at the discretion of management.

REST DAY

4. Shift workers will be entitled to an average of at least one rest day per calendar week and shall not be required to work on that day unless it is for one of the reasons given in Clause 3 of Section 7.

HOLIDAYS

5. Owing to the nature of continuous operations, Statutory Holidays cannot be allowed shift workers.

Section IX—General Working Conditions

1. An employee not required for work on his regular shift shall be given at least sixteen (16) hours' notice.

2. Upon reporting for work, an employee not so notified on the previous day of a cessation of work on his shift shall be guaranteed four (4) hours' work or four (4) hours' pay. However, an employee who has been absent from work must assume the responsibility for ascertaining from the Company if work is available returning.

EMERGENCY

3. Any employee called back to work by the management for emergency work after he has left work for the day shall be entitled to at least the same pay as though he had worked a minimum of two hours.

EDUCATIONAL

4. Time spent on training courses, lectures, or conferences, if given on Company time and the employee's attendance is required, will be paid for at regular rates. Should it be necessary to extend the training beyond the normal stopping time, payments for the additional time shall not be rates higher than the employee's regular rate and the extra hours shall not be counted in the computation of overtime.

BUSINESS CONFERENCES

5. When conferences between employees, including Syndicate's representatives and the local plant management must be held at the latter's request during regular working hours, such conferences shall not result in any loss of time to any such employees.

TEMPORARY MOVEMENTS AND TRANSFERS

6. (a) Should an employee to meet the wishes of the Company be temporarily taken from his regular job to undertake work carrying a lower rate on pay than his regular rate, whilst work is still available for him at this regular job he shall be paid at least the rate for his regular job whilst at the lower-rated job.
- (b) Should an employee because of injury at work, or sickness be offered lighter work than his regular job on the advice of the Company Medical Officer as an alternative to lay-off the employee shall be paid at the rate on the job to which transferred.
- (c) Should an employee, because of shortage of work at his regular job, be employed in another job as an alternative to lay-off discharge, he shall be paid at the rate of the job to which he has been transferred.
- (d) Should an employee temporarily move to a job carrying a higher rate of pay

than his regular job, he shall be paid at least the minimum rate for the new job, provided the transfer is for a period equal to or exceeding one complete day or shift.

- (e) A temporary move or transfer shall not exceed a full pay period. At the end of this period the employee must either revert to this regular job or a permanent transfer be arranged, except in the case where he is substituting for an employee absent because of sickness or accident, in which case the temporary move or transfer may extend for a longer period.

Section X—Wage Rates

SCHEDULES

1. Rates of wages are as set forth in the annexed Appendix III, which is hereby made a part of this Agreement.

REVIEW OF WAGE RATES

2. The wage rates of employees will be reviewed by the Company once each year, and adjustments within the ranges laid down will be made, having regard to the individual employee's skill and capacity. Any adjustments arising from these reviews will become effective as and from the commencement of the pay period immediately following the revision.

Section XI—Overtime

BASE RATE

1. Time and one-half shall be paid for work required to be performed in excess of eight hours per day or forty-eight hours per week, providing a full week of forty-eight hours (as defined in Paragraph 2 below) has been worked. It is understood that credit for overtime on a daily or weekly basis shall not be decreased by reason of any approved absence from duty (as defined in paragraph 3 below) arising out of reasons beyond the control of the employee.

STANDARD WEEK

2. The standard week shall normally be forty-eight hours, but (except as noted next below) shall be reduced by eight hours for every statutory holiday specified in this Agreement and falling on a working servicing continuous processes or essential services and where the nature of the work required them to work regularly servicing such continuous processes or essential services, shall not be reduced for statutory holidays. Owing to the system of changeover and the variation in the number of shifts worked per week, the hours to be used per week above which overtime shall be paid shall, in all cases, be the standard hours appertaining to the shifts on which the employee was employed during the work in question.

APPROVED ABSENCE

3. In determining the hours worked by an employee in any week, for overtime purposes, allowance shall be made, on a basis of 8 hours per day or portion thereof, for an approved absence. An approved absence is defined as follows: Absence due to lay-off by the Company, to annual vacation, to suspension for disciplinary reasons, to non-employment by the Company due to engagement after the commencement of a regular pay week or to separation before the end of a regular pay week, to bona fide personnel illness or other unavoidable absence for reasons beyond the control of the employee and acceptable to the Company. The Company is to be the sole judge as to whether an absence from work constitutes an approved absence.

Section XII—Miscellaneous

POSTING OF NOTICES

1. The Syndicate shall be permitted the use of special bulletin boards as provided by the Company for the posting of notices concerning meetings of the Syndicate, and other Notices, provided that all notices have been approved by the Works Manager or the Personnel Manager.

REINSTATEMENT OF VETERANS

2. The Company and the Syndicate mutually agree to provide for the rehabilitation of veterans and the Company's employees who have served in the Armed Forces of the United Nations in the manner provided in the Reinstatement in Civil Employment Act and Amendments. The length of continuous service for the Company's employees who have served in the Armed Forces of the United Nations will be computed in accordance with the provisions of the said Act and Amendments relative thereto.

Refer to Appendix I.

Section XIII—Vacations

Vacation with pay will be granted in accordance with the rules set out in Appendix II hereof.

Section XIV—Grievance Procedure

GRIEVANCE AGENTS

1. The Syndicate will appoint, and the Company will recognize, Grievance Agents, the number of which will not exceed one for each two hundred and fifty (250) employees in each of the divisions listed in paragraph 2 following and whose duties shall be as follows:—

DUTIES

- (a) They will be chosen from the Company's employees who have at least one (1) month's service.

- (b) Each one will look after a specified group of employees within his allowed division.
- (c) They shall investigate and try to settle grievances submitted to them with the least loss of time possible.
- (d) Before leaving his place of work he shall obtain the approval of his foreman or assistant foreman and upon arriving in other department, he shall report to the foreman or assistant foreman in charge.
- (e) At the request of the grievance agent and with the consent of the complainant, the Company will furnish the Agent with the necessary personnel files to enable him to carry on his investigation.
- (f) They will carry on their duties as specified herein without fear that their individual relations with the Company will be affected in any way whatsoever.
- (g) They will be subject to the prescribed disciplinary rules of the Company, but in cases of lay-offs or transfer, they will be separated or transferred only after agreement between the Syndicate and the Company.

SECTION COMMITTEES

2. The Syndicate will appoint and the Company will recognize a section committee for each of the main divisions of the plant, with membership as indicated below, exclusive of

Grievance Agent:

Aluminum Plant.....	3
Carbon and Alpaste Plants.....	3
Ore and Fluoride Plants.....	3
Mechanical Department.....	3
Electrical Department.....	3

- (a) The articles regarding the Grievance Agents will apply also to the members of these section committees.
- (b) These committees will try by all means at their disposal to assure a loyal collaboration between the employees and the superintendents of their respective section by the improvements of the working conditions. They will look after the grievances submitted to them in appeal from a decision of the foreman and the general foreman.
- (c) These committees will meet the superintendents of their section twice a month when necessary, and as often as the circumstances demand it in an urgent case.

GRIEVANCE SETTLEMENT

3. Any employee or former employee within ten days of his discharge or lay-off, having just cause for complaint may present his case

for investigation and consideration by following the procedure outlined below:

- (a) The employee's grievance shall be submitted in the first place to his immediate foreman with or without the assistance of the Grievance Agent or through him.
- (b) Failing satisfactory solution within 48 hours, the case may be submitted in writing to the general foreman;
- (c) Failing satisfactory solution within 48 hours from this appeal, the case may be submitted through the section Committee to the superintendent concerned;
- (d) Failing satisfactory solution within 72 hours from this appeal, the case may be submitted to the Management which should render its decision within seven days of the submission of the case, or within such longer period as may be agreed upon by the parties concerned.
- (e) Any grievance, except as covered in Section V, which may not have been settled satisfactorily up to this point, may be submitted for arbitration. If either party decides to submit a case for arbitration, a board of three members shall be established, one member to be selected by the Company, one member to be selected by the Syndicate, and a third member to be selected by mutual agreement who shall act as Chairman. Should the parties hereto fail to agree on a Chairman, he shall be appointed by the Minister of Labour having jurisdiction over the industry at the time of the grievance. The decision of the Board shall be rendered within fifteen days of the appointment of the Chairman thereof, or within such longer period as may be agreed upon by the parties concerned. These decisions will that the Syndicate shall be responsible for the remuneration and expense of its representatives on the Board; the Company shall be responsible for the remuneration and expense of its representatives on the Board, and the remuneration and expenses of the Chairman as well as incidental expenses such as clerical assistance to the Chairman, hall rental, etc., will be equally divided between the Syndicate and the Company.

In witness whereof, the parties hereto, through their authorized representative, and the certified agents, have affixed their signature hereunder on this.

La Fédération Nationale des
Travailleurs de l'Aluminium Inc.
Aluminum Company of
Canada, Limited.

Appendix I

CONTINUOUS SERVICE RULES

1. Every new employee when hired is classified as a temporary employee.

2. After being continuously employed for a period of 12 months, an employee shall be classified as a regular employee unless there is an agreement in writing specifying additional employment as a temporary employee.

3. An employee shall be deemed to have been "continuously employed" for the preceding 12 months when:

- (a) A period of 364 days has elapsed since the date of his employment, and
- (b) He has worked a total of 2,400 hours, of which at least 1,800 hours must have been worked during the immediately preceding 365 days.

4. Continuous service shall be computed in years and days and shall apply to regular employees only. It shall be based on elapsed time from the date of employment, or if there has been a break in service from the date of re-employment.

5. Service with predecessor and other companies affiliated with the Aluminum Company of Canada, Limited, will count as service with the Company so far as it affects vacations and the Retirement Income and Life Insurance Plan.

6. Continuous service will not be broken by any approved absence, but when any such absence exceeds 30 days without pay (except as the result of an industrial accident or for approved Government service, such as with the Armed Forces) the total time lost shall be deducted.

Approved absence shall include:

- (a) Any lay-off not exceeding one year, providing the employee advises the Company every six months of his wish to return to work, and providing he returns to work within 72 hours, not including Sundays and holidays after he is called. If the employee cannot report within 72 hours but notifies the Company within that time of his wish to return, the Company may grant him an extra delay up to a total of ten days.
- (b) Annual vacations when approved.
- (c) Service with any Allied Armed Forces during wartime.
- (d) Suspension for disciplinary reasons.
- (e) Bona fide personal illness or other unavoidable absence for reasons beyond the control of the employee and acceptable to the Company.
- (f) Absence for any reasons not exceeding one year providing approval from the company is given in writing. Under special circumstances the Company may grant extension of absence beyond one year.

7. Unauthorized absence shall terminate an employee's continuous service record and, if re-employed, he shall start as a temporary employee.

Unauthorized absence shall include:

- (a) Repeated failure to report for duty unless leave of absence has been obtained.
- (b) Lay-off exceeding one year or failure to advise Company during such lay-off every six months of employee's intention to return to work.
- (c) Failure to return to work or give satisfactory explanation therefor within 72 hours, or after the expiration of the time

extension provided in paragraph 6 (a) not including Sundays and holidays, after all has been issued.

- (d) Absence following resignation, quitting without notice or discharge for cause.

Appendix II

VACATIONS

A. General Rules

1. All vacations granted must be taken at a time satisfactory to the Company and will be arranged where possible in accordance with the expressed preference of the employee.

2. Pay for vacation shall be equal to the employee's regular rate of earnings at the time vacation is taken and shall not include any allowance for overtime.

3. No employee shall be entitled to a vacation of more than two weeks in any calendar year. Vacations must be taken during the calendar year in which they become due and cannot be postponed except with the written consent of the Company.

4. In the event of termination of employment through no fault of the employee, but before vacation has been taken, the employee shall be paid a termination allowance at least equal to the vacation pay that would have been received had such vacation been taken.

5. In cases of dismissal, resignation or quitting without notice the Company retains the right to withhold total vacation allowance or any unallotted portion thereof.

B. Hourly Paid Employees

Hourly paid employees will be entitled to vacations with pay as follows:

1. Hourly paid employees will be entitled to one week's vacation with pay after one year of continuous service (as defined in Appendix I hereof). Thereafter employees shall be entitled to one week's vacation with pay each succeeding year, providing at least 1,800 hours (exclusive of overtime) have been worked since he last qualified for a vacation.

2. On the completion of 7 years of continuous service, hourly paid employees shall be entitled to two weeks' vacation with pay during that calendar year and each succeeding year thereafter, providing at least 1,800 hours (exclusive of overtime) have been worked since he last qualified for a vacation.

3. The Company retains the right to withhold the total of any proportion of allowance for vacation to any worker who has lost more than 48 hours from work without reasonable excuse during the preceding 12 months.

Appendix III

WAGES RATES

(Classifications) *Min. Max.*

NOTE: Special wage rates for handicapped persons may be established.

Working conditions submitted by the Syndicate as recommended by the Board, subject to any changes therein by mutual agreement between the parties (extract from exhibit P-4).

1. Que chaque cuviste n'ait pas plus de 9 cuves à opérer mais que l'ouvrage soit distribué de la

façon suivante: 10 cuvistes à 8 cuves et 6 à 9. Ceci occasionnerait moins de départ pour raison d'incapacité et de découragement.

2. Que la manière de travailler, soit les cuves, soit faire la coulée, changer les cadres, arracher et planter les gougons, lever les tiges, distribuer la pâte, l'alumine, et les matières à alliage, soit identique dans chaque salle de cuves. Ceci contribuerait à l'augmentation de la production car tous et chacun ne se sentirait pas nouveau à chaque fois qu'il lui faut changer de salle ou d'équipe, et le travail en étant toujours bien fait, augmenterait la production.

3. Que les morceaux nécessaires soient fournis pour les machines à casser et à arracher afin qu'elles soient mieux réparées et donnent plus de rendement.

4. Que les roues des chariots, pour les machines ou pour le transport des gougons, soient recouvertes de caoutchouc afin que ces diits chariots soient insolés complètement et par le fait même, plus légers et moins durs à déplacer.

5. Que les équipes de planteurs, arracheurs et leveurs ne travaillent que de jour seulement avec leur contremaître.

6. Les planteurs ne devraient pas avoir plus de 9 cuves pour planter les gougons.

7. Que les leveurs n'aient à faire le travail dans 3 cuves sur tiges doubles et 6 sur les tiges simples durant l'été ainsi que 4 et 8 respectivement sur tiges doubles et simples durant l'hiver.

8. Que les arracheurs n'aient à arracher les gougons que de 8 cuves.

9. Que sur son quart régulier, un employé ne fasse que le travail assigné de par sa classification.

10. Que pour 12 mois par année il y ait 4 assistants-chefs-cuvistes dans chaque salle de cuve, sur chaque quart.

Minority Report

In the matter of a dispute between Le Syndicat National des Employés de l'Aluminium d'Arvida, Inc. (Employees), and Aluminum Company of Canada Limited, Arvida, Quebec (Employer).

It is with regret that I find myself unable to agree with my two colleagues on the Board, Mr. Justice C. G. MacKinnon, Chairman, and Mr. Theodore Lesperance, Representative of Le Syndicat National des Employés de l'Aluminium d'Arvida, Inc. (hereinafter called the "Syndicate"), for the following reasons:—

A Collective Labour Agreement has existed between the Company and the Syndicate since the 25th of August, 1937, and it is provided in this Contract—which was to remain in force until the 31st of December, 1938—that it shall renew itself automatically from year to year, unless written notification of *intention to terminate* the Agreement be given by one of the contracting parties to the other party at least fifteen (15) days before any automatic renewal.

On the 15th of December, 1944, the Syndicate wrote to the Company a letter in the following terms:—

Le 25 août 1937, l'Aluminum Company of Canada, Limited, signait avec le Syndicat National des Employés de l'Aluminium d'Arvida, Inc., une convention collective, qui expirait le 31 décembre 1938. Mais en vertu d'une clause de renouvellement automatique qu'elle comportait, cette convention s'est renouvelée d'année en année jusqu'à date. Le Syndicat ne veut pas cette année encore rompre cette entente qui a apporté aux ouvriers d'Arvida des avantages appréciables.

Le Syndicat veut cependant faire amender la convention sur plusieurs points que nous vous avons déjà exposés. Nous regrettons que la Compagnie n'ait pas cru devoir se rendre à notre demande souvent répétée.

Si d'ici dix jours, délai fixé par la loi, la Compagnie n'a pas commencé les négociations au sujet de ces amendements, nous verrons à ce que la loi suive son cours.

It is to be noted that this letter is not a fifteen days notification of intention to terminate, as provided in the Contract, but on the contrary is notice to the Company that the Syndicate did not wish the Contract to be terminated for the year 1945.

In the second paragraph of this letter, the Syndicate points out that it wishes to have the Contract amended in regard to several matters, but that the Company was not in agreement in regard thereto, and in the last paragraph of the letter the Syndicate gives notice to the Company that if, within ten (10) days, negotiations have not commenced in regard to these amendments, the Syndicate will see that the Law would follow its course.

It is elementary that amendments to an existing Contract can only form part of the Contract if they are mutually agreed upon by the contracting parties.

Some time in the month of March, 1945, the Syndicate submitted to the Company, instead of amendments to the existing Contract, what was tantamount to a completely new Contract and when discussions and negotiations broke down between the parties, at the request of the Syndicate, Mr. Raoul Trepanier was appointed Conciliation Officer and the Company was notified of such appointment on the 19th of April, 1945.

On the 20th of April, 1945, the Company forwarded the following telegram to the Director of Industrial Relations:—

Will be pleased to see Mr. Trepanier as requested your telegram of the 19th April but believe there must be some misunderstanding on part of the Quebec Wartime Labour Relations Board about expiration of thirty-day limit stop The Company has an agreement with the Syndicate which has not been cancelled and the negotiations referred to are only voluntary negotiations concerning proposed amendments to the existing contract stop We believe any request for conciliation by Syndicate at this time is premature and Company would prefer to continue negotiating directly with the Syndicate re amendments desired by both parties.

Mr. Trepanier failed to bring about an agreement between the parties as to proposed amendments to the Contract, reported his failure to his Superiors and recommended that a Conciliation Board be appointed in accordance with the provisions of Order in Council P.C. 1003, notwithstanding that the Company had taken the position with the Syndicate, with the Director of Industrial Relations and with Mr. Trepanier that there was a Contract in force between the parties that had not been cancelled and which could only be amended voluntarily by mutual agreement.

By telegram addressed to Mr. P. H. Skelton, Works Manager of the Company at Arvida, on the 22nd of May, 1945, the Director of Industrial Relations called upon the Company to appoint its nominee to a Board of Conciliation, in answer to which the Company telegraphed the Director of Industrial Relations as follows:—

Reference your telegram twenty-second May addressed to me at Arvida stop We are pleased to nominate Mr. Walter A. Merrill, K.C., 240 St. James Street West, Montreal, as the Aluminum Company representative on Conciliation Board stop You appreciate this nomination is made without prejudicing in any way our claims that the appointment of a Conciliation Board at this time is without legal foundation.

The Board having been constituted and having convened at Arvida on the 5th of June, 1945, the Attorney of the Company, Mr. Alex. Prud'homme, K.C., at the opening of the Hearing, formally objected to the jurisdiction of the Board, submitting that a Contract between the Syndicate and the Company—which did not terminate until the 31st of December, 1945—was in full force and effect, binding upon the parties and could only be changed or amended by mutual consent, that both the appointment of Mr. Raoul Trepanier as Conciliation Officer and the appointment of a Board of Conciliation were illegal, irregular and premature.

The Company's Attorney, however, stated that, without prejudice and under reserve of this objection, the Company was prepared to discuss proposed amendments to the Contract with a view of seeing whether some mutual agreement could be arrived at.

Proposals and counter-proposals were submitted by the parties, but the Board found itself unable to conciliate, as the proposals submitted by the respective parties could not be mutually agreed upon, an essential element requisite to changing the Contract before its termination.

The Company submitted that the Syndicate had the option of exercising two courses of action, *one*, to give fifteen (15) days' notice of termination of the Contract in accordance

with its terms, or *two*, to give the notice requiring the other party to enter into negotiations for the renewal of the Agreement provided for in Section 16 of Order in Council P.C. 1003.

The Company further submitted that as notice of cancellation had not been given in accordance with the terms of the Contract, the only alternative for the Syndicate was to have given notice in accordance with Section 16 of P.C. 1003, which notice should have been given by the Syndicate ten (10) clear days before the 1st of November, 1944, and that the failure to give such notice resulted in the Contract being automatically renewed for the calendar year 1945 as it stood, and could only be amended by mutual consent.

The Syndicate, on the other hand, submitted that the letter of the 15th of December, 1944, above quoted, having been given fifteen (15) days before the expiry date of the Contract this notice was a compliance with the provisions of Section 16 of Order in Council P.C. 1003 and that on failure of the parties to satisfactorily negotiate, the provisions of the Order in Council dealing with the appointment of a Conciliator and a Board of Conciliation then became open to the Syndicate.

In support of its contention, the Syndicate filed a finding of the National War Labour Board dated the 30th of January, 1945, in a matter between Local 195 United Automobile Aircraft and Agricultural Implement Workers of America U.A.W.-C.I.O., and Motor Products Corporation, in which the Board, through its Chairman, gave it as its opinion that notice given on the 8th of March, 1944, relative to the renewal of a Contract, which expired on the 30th of April, 1944, was a compliance with Section 16 of P.C. 1003, and further went on to say that the Board interprets renewal in Section 16 as meaning renewal with or without amendment.

I am unable to agree with this finding on the interpretation of Section 16 of P.C. 1003 for the following reasons.

It has repeatedly been held by our Courts that Orders in Council passed by the Government in virtue of War Orders and Regulations are Laws of exception and must be strictly interpreted.

On reading and giving effect to the punctuation as well as the ordinary meaning in the English language of the words used in Section 16 of P.C. 1003, I find myself unable to come to any other conclusion but that a Notice by either party to a Collective Labour Agreement to enter into negotiations for the renewal of the Agreement must be given two months plus ten (10) clear days prior to the expiration of the Contract

To give Section 16 of P.C. 1003 any other meaning or interpretation than the above would bring about the result that Notice could be given ten (10) clear days prior to the expiry of the Contract, which would leave no time for negotiation.

It is obvious that it is the object of this Section that the contracting parties have a sufficient period of time, namely: two months, in which to carry on negotiations and even arbitration in order to bring about a renewal of the Contract by the time of its expiry.

The Company filed with the Board a Majority Report of a Board of Conciliation dated the 4th of April, 1945, in a matter between Local Lodge 631 International Association of Machinists and Peacock Brothers Limited, signed by the Chairman, the Honourable Mr. Justice Wilfrid Lazure, and Mr. T. R. Ker, K.C., in which the majority of the Board found that where a Collective Labour Agreement was in force and the parties could not mutually agree to

amendments proposed by the Union, no recommendation should be made other than that both parties abide by the existing Contract until it shall have been terminated according to its provisions in that regard.

The Contract between the Syndicate and the Company has not been terminated according to the provisions of the existing Contract, and, therefore, as the parties have failed to mutually agree to proposed amendments to the Contract, which is still in full force and effect, I am in agreement with the position taken by the Company that the appointment of a Conciliation Officer and the setting up of a Board of Conciliation should not have taken place and that no other recommendation should be made but that both parties abide by the existing Contract until it shall have been terminated according to its provisions in that regard.

Montreal, 29th June, 1945.

(Sgd.) WALTER A. MERRILL,
Member of the Board.

Report of Board in Dispute between Boeing Aircraft of Canada, Limited, Vancouver, B.C., and Aeronautical Mechanics Lodge 756, International Association of Machinists

On June 25 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between Boeing Aircraft of Canada, Ltd., Vancouver, B.C., and Aeronautical Mechanics Lodge 756, International Association of Machinists. A minority report was submitted by Mr. W. A. Sutton.

The personnel of the Board was as follows: Mr. Clarence Darling, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board; Messrs. W. A. Sutton and Birt Showler, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Boeing Aircraft of Canada, Limited, Vancouver, B.C., (Employer) and Aeronautical Mechanics Lodge 756, International Association of Machinists, (Employees' Representatives.)

As reported in the Conciliation Officer's Report made in this matter on the 13th day of February, 1945, the parties had agreed on all articles in a certain draft agreement with the exception of two clauses sought to be included by the Employees' Representatives

(hereinafter referred to as "the Union"): one respecting union membership and the other respecting payroll deductions or "check-off".

These two proposed clauses read as follows:

Union Membership

"The Employer agrees to retain in its employ only members in good standing of the Union, but it is agreed that the Employer shall be free to employ non-Union employees, provided said non-Union employees shall make application and become members of the Union after completing a probationary period of 30 days. This clause to apply to all employees covered by this agreement.

Payroll Deductions

"The Employer agrees to the principle of payroll deductions on behalf of the Union, of Union dues and assessments authorized under the constitution of the I.A. of M., in the following manner:

- (a) Payroll deductions for Union monthly fees shall be made only upon receipt by the Employer of written instructions from the individual employees and shall continue until cancelled in writing.
- (b) The Employer, subject to the above regulations, shall deduct from the second pay cheque of each month the Union dues for that month and shall forward

same to the Financial Secretary of the Union, and shall be responsible to him for all such dues collected. In the case where there are no earnings by the employee during this week, a double deduction shall be made the following month. The Employer shall not, however, be responsible for nonpayment of any dues of any Union member in the absence of written instructions from the employee to make deductions from pay therefor.

- (c) Cancellation of payroll deductions for Union dues shall be made in the following manner: The employee shall give notice, in writing, of his desire for deductions to stop, and be delivered by him to the business office of the Union. Such cancellation must be delivered by the first day of the month for which the cancellation becomes effective. The Union shall forward this notice to the Personnel Office of the Employer.
- (d) Union initiation fees shall be deducted upon the presentation to the Employer of authorization signed by the employee."

Review of Procedure

The Board held a preliminary meeting on the 29th day of March, 1945, a copy of the minutes of which were sent to the Minister on the 3rd day of April, 1945.

After some delays owing to absences from the City of members of the Board, and of the Employer's General Manager, the Board met on the 16 of May when both parties were represented.

After some discussion it was evident the parties were not at that time prepared to come to an agreement with respect to the said two clauses, that is to say, the Union desired to urge the inclusion of the said two clauses in the agreement and wished to place before the Board its reasons, supported by evidence and argument; and on the other hand the Employer wished to have an opportunity to submit evidence and argument in reply and state its reasons why it was not prepared to accede to the requests of the Union in that regard.

The Board suggested that as a preliminary step to the hearing the Union submit its representations in writing and that the Employer make written answer their "case", and that thereupon the Union have a right of reply which should also be submitted in writing. This procedure was agreed to by the parties and the hearing was adjourned until the 1st day of June following, and during the interval the parties duly filed and exchanged their written "pleadings".

The hearing proceeded on June 1 when the Union formally presented and read its "case", called witnesses, filed certain exhibits, and submitted verbal argument; to which the Employer made answer, called witnesses, and submitted argument both written and verbal. The Union's representatives then proceeded to reply to the Employer's answer. The hearing was adjourned to June 4 before completion. The hearing proceeded on June 4 when after further argument on the part of both parties the hearing was further adjourned to June 6 at 1 p.m. to allow the Union's representatives to sum up and address the Board in final argument. The Board met again on June 6 when the hearing was completed in the afternoon, without any agreement being concluded between the parties regarding the matters in question. The Board announced that it would reserve its decision and endeavour to make its report and recommendations as soon as possible.

Review of the facts of the case and of the representations submitted

1. It was clear from the outset that the most friendly relations have always existed between the Employer and the Union which continued throughout the hearings, and that there was abundant evidence of mutual co-operation between the parties during the past six years or more in furthering the best interests of both Employer and Employees and the industry in which they were engaged.

2. The Boeing Aircraft of Canada, Limited, is, and has been since the commencement of the war a high priority essential war industry, and is a subsidiary of the Boeing Aircraft Company of Seattle, Renton and Wichita, U.S.A. and the Board was greatly impressed with the size and importance of the industry, the large number of employees both in the shops and on the technical and administrative staffs, and the complexity of its operations, and the Company in the course of its argument submitted that it was essential that at least until its "war job" is completed care should be taken to avoid the introduction of any changes or elements that might interfere with or disturb its present good relations with its employees and the harmony which at present exists.

3. The main points in the Union's submission are as follows:

- (a) That it has earned and merited the "security" which it seeks, as set out in its written presentation.
- (b) That membership in the Union has proved beneficial both to the Employer and employees in that: it assists in settling disputes and adjusting grievances before reaching a serious stage;

assists the company to solve many of its problems affecting successful and efficient operation; assists, advises, and helps plan procedure in cases of layoffs; carries on educational work amongst its members, leading to greater efficiency, man hour saving, incentive, morale, and contentment, and the discouragement of absenteeism. The Union further assists and encourages the protection and maintenance of the equipment and property of the Company.

- (c) That at the time it was certified as the bargaining representatives nearly 80 per cent of all hourly paid employees, and at present 60 per cent to 70 per cent of the employees are members. Any falling off of membership is due to "turnover" and restrictions and difficulties with regard to canvassing for membership.
- (d) That it is unfair that non-Union members should have and accept the benefits and advantages of the work done by the Union without at the same time accepting the responsibilities of membership in the Union and helping with its expenses by paying membership dues. ("riding on the backs of Union members").
- (e) That there would be greater control in settling disputes, ironing out grievances, solving problems, and exercising discipline, etc., if all employees were members of the Union.
- (f) That friction is likely to arise between Union and non-Union members which would be dispelled by a "closed shop" and bring about more team spirit.
- (g) The Parent Company in Seattle have a closed shop and since then efficiency has increased rather than lessened.
- (h) The Union does not interfere with and never has prevented employees advancing out of the Union.
- (i) That with reference to "check-off" the clause only requires the employer to make reductions from payroll when a member *voluntarily* makes a request for the employer to do so. There is no provision in the by-laws or rules of the Union requiring members to make such request; that many members are negligent about payment of their dues and the arrangement would avoid having to "dun" members continuously and would facilitate collection; and that the arrangement should not add very much to the work of the accounting and payroll staff.

The Employer, by its representatives, Mr. Stanley Burke, Mr. John McGraw, and Mr.

Henry Ayling submitted its brief in answer to the Employees' case and addressed the Board stating the Employer's principal objections to the Union membership and payroll deduction clauses in the proposed agreement:

Mr. Burke emphasized the fact that the Boeing Aircraft establishment was a war industry engaged in war work of the most urgent and important nature, at present mainly in manufacture of a material part of the B-29 Bomber urgently needed in the Japanese war and has been classified as a designated establishment with an "A" priority rating under the National Selective Service Regulations. The Company while favourable to organized labour takes a serious view of the proposal that it should retain in its employ (as hourly paid employees) only members of the Union in good standing. This would mean that it would be obliged to discharge all employees who refused to join the Union or who were not in good standing in the Union. The Employer regards this as a most drastic step involving, *inter alia*, the possible necessity of dismissing faithful and trained employees of long standing in the service of the Company. A great many employees also are real "war workers," i.e. who want to do something for the war and which is their sole or principal interest. The employer further submitted that this form of coercion or compulsion is repugnant to its sense of fairness to those of its employees who have not chosen to join the Union and it does not wish to be a party to such an arrangement. It may be very true that the work and services of Unions have proved to be very beneficial to all employees including those not belonging to any Union; but to say that the latter "ride on the backs" of the Union is too strong and Mr. Burke illustrated by saying that many welfare organizations render beneficial services to a great many people; but it does not follow that every person benefited should be compelled to join the organization and pay membership fees and assessments. The "benefits" may be forced on them whether they like it or not.

Mr. Burke readily admitted that the most cordial relations had always existed between the Management and Union officials and fully acknowledged the co-operation and assistance given by the Union with respect to the matters referred to by the Union's representatives in their submissions; but pointed out that the management also always had the interests of all employees, both male and female, at heart, and they too are concerned and deeply interested in their welfare and are entitled to due credit for the steps taken and procedures adopted on their part in that regard.

Mr. Burke pointed out that the workshop and the work in which the hourly-paid employees are engaged is a comparatively small part of the plant and program and they know of only a minor portion of the problems of the whole undertaking; and he referred to the Company's engineering department; tool design, methods and program, technical control; new processes, and the necessity of management and technical staff to apply themselves to continual study of trade and technical journals, also visiting and receiving the benefit of the other plants' experiences, his point being that while valuable suggestions come at times from employees working on the job, the management and technical staff are directly responsible for personnel of employees, efficiency in operation, time and cost saving methods and high standard and quality of product that meet specifications with precision.

On the point that the Union sought "security" Mr. Burke replied that everyone is after security and in the present instance it is a mutual affair. The Union, however, want it for their own sake and that the grounds submitted by the Union are irrelevant. They ask for "reward," but their case should be on its merits.

The Company submitted that the relations between it and its employees are at present harmonious and have been generally so, and theirs is a grave risk that a Union membership clause, being highly contentious and involving coercion and compulsion would disturb the present good relations when harmony is of the utmost importance. It might also cause large numbers of employees, some of them important and valuable men, to leave the Company's employ at a time when their services are urgently needed.

Then, again, if the Company should discharge employees in this a designated establishment it would involve a breach of the National Selective Service Civilian Regulations unless permission were first obtained from a Selective Service Officer on good cause being shown; and that a voluntary agreement with a third party to discharge an employee is not a good cause.

With regard to the provision in the proposed Union Shop clause that while the Company would be free to employ non-Union members, the employer may not retain them in its employ after 30 days unless they join the Union within that period, the Employer's representatives here again pointed out that this might involve another breach of the law, viz, the provisions of the Reinstatement in Civil Employment Act.

The Company further submitted that by P.C. 1003, Sections 5 to 9 a code is provided for employees to be free to choose their bar-

gaining representatives by a majority vote and that if all were compelled to join the Union the Union would continue as bargaining representatives in perpetuity which would be contrary to the spirit and interest of the Regulations, which do not contemplate a "closed shop".

On the question of "check-off" the Company declines to agree to a payroll deduction clause as it regards this as an internal matter within the Union, in which the Company should not be concerned. It does not wish to be a collecting agent for the Union—at least until it is by law compelled to be.

On the whole the Company maintains its objection to a Union or "closed shop" and asks "where is this sort of thing going to lead?" It is progressive step to preventing any person from getting a job unless he is a member of some Union which has the power to reject or expel and raise dues and assessments. An employee should have and enjoy the right and privilege of joining any Union he wishes or none at all and on the other hand the right of an employer to select his own employees and retain them in his employ as he may see fit should not be interfered with, and the Company does not wish to be "hamstrung" in that regard.

The Company is not opposed to employees joining the Union and would be willing to co-operate in securing membership rather than agree to resort to compulsion.

The Company submitted in conclusion that the Union had not made out a case.

In reply, the Union representatives state that while admission to the Union requires the approval of two-thirds majority of members present at a meeting, the Union has never been known to refuse membership to an applicant; that its by-laws (which were produced) provide that a member can only be expelled by a two-thirds majority vote of members present at a meeting duly called on notice specifying the matter and that the member concerned has a right of appeal to the international body. The Union representatives further state that they were convinced that very few (if any) employees would leave their employment rather than join the Union; and that no worthwhile new employees would object to joining at the end of the 30 day probation period. Furthermore that employees had not experienced any difficulty with the National Selective Service Officer in obtaining permission to terminate where a Union shop agreement existed and it became necessary to terminate pursuant thereto. As to reinstatement of Veterans the Union representatives submitted that the Unions were rendering helpful services to returned men and most, if not all, of them would be pleased to know that in coming

back to their former jobs they would have the protection, help, and security that a Union shop gives and that they would be ready and willing to join the Union.

The Union submitted in conclusion that the Employer had not effectively answered their case and had not shown any good or valid reason why the request for a Union Shop and check-off, as set out in the draft clauses in dispute, should not be acceded to.

A certain amount of time was spent in discussing general issues and the arguments at times went rather far afield. It would seem unnecessary to further refer thereto in this Report as the Board was only concerned with the parties immediately involved and the particular facts and issues of the present case.

Members of the Board took occasion to ask questions of witnesses and of the representatives of the parties respectively and on some occasions to cross-examine, and as a result of the hearing believe they are in a position to fairly judge of the facts and of the values of the submissions.

Neither of the parties made any suggestion by way of a compromise and the Board saw that further negotiations at the time were useless—the parties indicating they would each look forward with interest to hearing the recommendations which the Board may make in the matter. The Board therefore reserved its decision.

Without expressing their respective personal views on the various points discussed but taking all the facts and circumstances into consideration the majority of the Board makes the following recommendation:—

RECOMMENDATION

(By Majority of Board)

The Board does not recommend at this juncture that the Employer should agree to, and adopt, the Union Shop clause as submitted by the Union.

On the other hand the Board would recommend that in lieu of the Union Shop clause submitted the parties mutually agree to the insertion in the agreement of the following "Maintenance of Membership" clause:—

ARTICLE III

"Employees of the Employer, covered by this Agreement, who are at the date of this Agreement members of the Union in good standing according to the by-laws of the Union, or who subsequently become such members, shall, as a condition of employment, be required by the Employer to maintain such membership for the duration of this Agreement, *Subject to the Proviso* hereinafter set forth.

All Employees engaged by the Employer after the date of this Agreement shall within 30 days of their employment become members of the Union, and shall, as a condition of continued employment, be required by the Employer to maintain such membership according to the by-laws of the Union for the duration of this Agreement.

Provided that nothing in the foregoing Article contained shall oblige or require the Employer to terminate the employment of any employee, present or future, or refuse to engage or employ or re-engage or re-employ any person, contrary to the provisions of any Statute of Canada or of the Province of British Columbia or any regulations made thereunder or any law in force in the said Province.

Provided, however, that where the only statutory or legal requirement or pre-requisite is the obtaining of permission of a Selective Service Officer to terminate employment the employer shall duly make application for such permission in any and all cases where an employee has failed to maintain his membership in the Union or, in the case of new employees, where he has failed to become a member of the Union within the 30 days of his employment as by this Article required."

And also that the parties mutually agree to the insertion of the *voluntary* payroll deduction clause as submitted except for the following amendments, namely that the words "and assessments" after the words "Union dues" in the second line of said clause be struck out, and that the second sentence in sub-clause (b) should be amended to make the procedure a little more clear in case there should be no earnings during a pay period. The Article therefore should read as follows:—

ARTICLE IV

"The Employer agrees to the principle of payroll deductions on behalf of the Union, of Union dues authorized under the constitution of the I.A. of M., in the following manner:—

- (a) Payroll deductions for Union monthly fees shall be made only upon receipt by the Employer of written instructions from the individual employee and shall continue until cancelled in writing.
- (b) The Employer, subject to the above regulations, shall deduct from the second pay cheque of each month the Union dues for that month and shall forward same to the Financial Secretary of the Union, and shall be responsible to him for all such dues collected. Should there be no earnings by

the Employee during the pay period represented by such second pay cheque, a double deduction shall be made from the second pay cheque in the following month. The Employer shall not, however, be responsible for non-payment of any dues of any Union member in the absence of written instructions from the employee to make deductions from pay therefor.

- (c) Cancellation of payroll deductions for Union dues shall be made in the following manner: The employee shall give notice, in writing, of his desire for deductions to stop, and be delivered by him to the business office of the Union. Such cancellation must be delivered by the first day of the month for which the cancellation becomes effective. The Union shall forward this notice to the Personnel Office of the Employer.
- (d) Union initiation fees shall be deducted upon the presentation to the Employer of authorization signed by the employees."

Respectfully submitted.

(Sgd.) CLARENCE DARLING,
Chairman of the Board.

(Sgd.) BIRT SHOWLER,
Member of the Board.

June 19, 1945.

Minority Report

In the matter of the Wartime Labour Relations Regulations P.C. 1003, and of a Dispute between Boeing Aircraft of Canada, Limited, Vancouver, B.C., Employer, and Aeronautical Mechanics Lodge 756 International Association of Machinists, Employees' Representatives.

A Collective Agreement between the above mentioned parties was agreed upon with the exception of two clauses which the Union insist should be embodied in the Agreement, one respecting Union membership and the other payroll deductions. These two clauses read as follows:

UNION MEMBERSHIP

The Employer agrees to retain in its employ only members in good standing of the Union, but it is agreed that the Employer shall be free to employ non-Union employees provided said non-Union employees shall make application and become members of the Union after completing a probationary period of 30 days. This clause to apply to all employees covered by this agreement.

PAYROLL DEDUCTIONS

The Employer agrees to the principle of payroll deductions on behalf of the Union, of Union dues and assessments authorized under the constitution of the I.A. of M., in the following manner:

- (a) Payroll deductions for Union monthly fees shall be made only upon receipt by the Employer of written instructions from the individual employee and shall continue until cancelled in writing.
- (b) The Employer, subject to the above regulations, shall deduct from the second pay cheque of each month the Union dues for that month and shall forward same to the Financial Secretary of the Union, and shall be responsible to him for all such dues collected. In the case where there are no earnings by the employee during this pay period, a double deduction shall be made the pay period in the following month. The Employer shall not, however, be responsible for non-payment of any dues of any Union member in the absence of written instructions from the employee to make deductions from pay therefor.
- (c) Cancellation of payroll deductions for Union dues shall be made in the following manner: The employee shall give notice, in writing, of his desire for deductions to stop, and be delivered by him to the business office of the Union. Such cancellation must be delivered by the first day of the month for which the cancellation becomes effective. The Union shall forward this notice to the Personnel Office of the Employer.
- (d) Union initiation fees shall be deducted upon the presentation to the Employer of authorization signed by the employees.

On the hearing before this Board written arguments and replies thereto were submitted by the Union and the Company. The Union based their demand for the inclusion of the clauses upon the following grounds:—

1. That it is right and just that these clauses be included.

2. That the Union has earned the security of a Union shop by virtue of the assistance it has rendered to the Company in settling disputes and adjustments and grievances and solving many other problems affecting the operations of the Company.

3. That it is unfair that non-Union members should obtain the benefit of work done by the Union without accepting their responsibility as members of the Union.

The Company objects to the inclusion in the Agreement of the two clauses upon the following grounds:—

1. That as they are carrying on a war industry with an "A" priority rating many workers are directed to employment in their Company by the Selective Service; that many of their employees are working for patriotic reasons and that the Company should not be put in the position of compelling such employees to join this or any other Union upon the penalty for not so doing of losing their employment.

2. As the Company is producing parts for the B-29 Boeing Aircraft, which is urgently needed in the Japanese war, it is of the utmost importance that there should be no disruption

in that production; that by the very nature of its business it has many highly trained personnel who could not be quickly replaced and if they refused to join the Union the Company would be compelled to discharge them.

3. That compulsion to join the Union with a penalty of loss of their employment for not doing so would be an infringement of the civil rights of the employees.

4. That every employee must have the right to choose for himself the Union, if any, to which he wishes to belong and that there should not be any compulsion in the exercise by him of that right.

5. That the relations between the Company and its employees are and have been harmonious and any compulsion now exercised by the Company to force employees to join the Union might create discord with the result that the production so urgently needed would be curtailed.

6. That adoption of the Union clauses would involve a breach of Selective Service regulations as well as a breach of the reinstatement of veterans under the "Civilian Re-establishment Act of 1942."

7. That the inclusion of the Union clause would result in the Union being the bargaining representatives of the employees in perpetuity.

As regards the payroll deduction clause the Company maintain that: (1) it would not willingly agree to the principle of deducting dues and assessments authorized by the constitution of the lodge on the ground that it regarded this as a matter of internal management within the Union with which it should not be concerned.

2. That until employers are required by law to act as collecting agents for a Union they should not be asked to agree to do so.

3. That the Company cannot be placed in the position of deciding whether or not assessments are authorized by the constitution of the Union.

It is my recommendation that the Union membership and payroll deduction clauses should not be embodied in the Collective Agreement hereinbefore referred to for the following reasons:—

1. Because the Company is engaged in producing a product urgently needed in the prosecution of the war against Japan and any compulsion exercised by the Company to make employees join the Union might cause serious discord which would lead to disruption in the operations of the Company.

2. That such compulsion would be interfering with the civil rights of the employees.

3. That inclusion of the Union clause would involve a breach of Selective Service Regulations as well as a breach of the reinstatement of veterans under the "Civilian Re-establishment Act of 1942".

4. That the inclusion of the clause would result in the Union being the bargaining representative of the employees in perpetuity contrary to the express provisions of P.C. 1003.

5. That as regards the payroll deduction clause the Company should not be made a collecting agent for the Union.

Dated at Vancouver, B.C., this 27th day of June, 1945.

(Sgd.) W. A. SUTTON,
Member.

Report of Board in Dispute between the Champion Spark Plug Co. of Canada, Ltd., Windsor, Ont., and Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO) Local 195

On July 23 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between the Champion Spark Plug Co. of Canada, Ltd., Windsor, Ont., and Int. Union, United Automobile, Aircraft & Agricultural Implement Workers of America (UAW-CIO) Local 195.

The personnel of the Board was as follows: Hon. Mr. Justice W. D. Roach, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Gordon L. Fraser, K.C., and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:

Report of Board

To the Honourable the Minister of Labour,
Ottawa, Ontario.

In the matter of the Wartime Labour Relations Regulations, P.C. 1003 and of a dispute between Champion Spark Plug Company of Canada, Limited, Windsor, Ontario, (Employer) and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.) Local 195, (Employees).

The undersigned Chairman and Members of the Board of Conciliation established in this matter pursuant to the provisions of Section 13(1) of The Wartime Labour Relations Regu-

iations, P.C. 1003 respectfully report as follows:

The Company's plant is located in the City of Windsor and the Company is engaged in the manufacture of spark plugs for motor vehicles. There are presently on the pay roll of the Company in the unit to be affected by the collective bargaining agreement 145 employees of whom, it is said, 136 are members of the Union.

The Company and the Union entered into a collective bargaining agreement under date February 24th, 1943, for a term of one year, subject to automatic renewal on the expiration of that term from year to year thereafter. That agreement, subject to certain amendments which are not now in controversy, was extended for a further term of one year expiring on February 22nd, 1945. Negotiations have been in progress since on or about January 12th, 1945, for a renewal of the agreement, and the parties had agreed on all the provisions to be contained in such renewal save only the following all of which were requested by the Union:—

Item A: A provision for a union shop.

Item B: A provision for check-off of union dues.

Item C: An arbitration clause as part of the grievance procedure.

Item D: The agreement dated February 24th, 1943, contained the following provision:—

Section 7(b)—“Upon the signing of this agreement, the wage scale of the employees shall be as is established in Exhibit “A”, which is attached to this agreement.

The Union requested that this clause be deleted from the agreement.

The Board met with the parties at the City of Windsor on the 1st day of June, 1945. The Company was represented by its solicitor, Mr. S. L. Springsteen, K.C. The Union was represented by Mr. Drummond Wren; and by Mr. Robert Hood, an employee and past member of the negotiating committee; Mr. Joseph Bruce, vice-chairman of the negotiating committee; and Mr. Lloyd Smith, chairman of the negotiating committee.

The Board desires to record its appreciation of the co-operation and assistance given to it by the representatives of the parties.

During and as a result of the Board's discussions with the parties, the parties agreed as to items C and D, and their agreement on those items was substantially as follows:—

Re Item C: As part of the grievance procedure to be covered by the agreement, that there shall be an arbitration clause which shall be final and binding on the parties only as to the interpretation of the agreement and any alleged violation of it.

Re Item D: The present wage structure shall be attached to and form part of the

agreement with the right reserved to the employees to apply to the Regional War Labour Board at any time within six months of the date of the agreement for a revision of such wage structure, but that there shall not be more than one application by the employees during the life of the contract.

As to items A and B, the parties seemed to be hopelessly deadlocked. No good purpose would be served by this Board recording in this report the arguments advanced by the Union in support of its request for a union shop and check-off of union dues and those advanced by the Company's representative against those provisions. They are the arguments usually advanced for and against such provisions. Employer-employee relations at this plant have been reasonably harmonious, and the Board sees no reason why they should not continue to be harmonious. In view of the conflict between the parties on items A and B, the Board suggested by way of compromise a maintenance of membership clause with some reasonable escape period. After considerable discussion the Union intimated that it would forego its demand for a union shop and a check-off and accept in lieu thereof a maintenance of membership provision such as the Board suggested. The representative of the Company requested time within which to confer with the directors of the Company, and pending the decision of the Company with respect to the proposed maintenance of membership clause, the matter stood adjourned. The representative of the Company has now advised the Board that the Company is unwilling to agree to that proposal.

In view of the history of the relationship between the parties and the strength of the Union among the employees in this plant, in the opinion of the majority of this Board the maintenance of membership clause set out in Schedule “A” hereto would, in the circumstances, be reasonable and the Board accordingly recommends that, in lieu of a provision for union shop and check-off of union dues, the formal agreement between the parties contain a provision for maintenance of membership substantially in the form set out in Schedule “A”. Mr. Fraser, the employer's nominee, agrees in this case with the principle of maintenance of membership but suggests that the clause be in the form set out in Schedule “B”.

All of which is respectfully submitted.

Dated this 19th day of July, 1945.

Sgd. W. D. ROACH,
Chairman.

Sgd. BORA LASKIN,
Sgd. A. F. FRASER.

SCHEDULE "A"

MAINTENANCE OF MEMBERSHIP

(1) Every present employee who is a member of the Union shall be given a period of fifteen days from the date upon which the agreement is posted, as hereinafter provided, within which to elect in writing, to be filed with the Company and the Union, either to remain a Union member or to withdraw from the Union. If he elects to retain his membership in the Union, then the continuance of his membership during the life of the agreement, but not including any possible automatic renewal thereof, and subject to a right to withdraw from the Union within the period as hereinafter provided, shall be a condition precedent to his retaining his employment with the Company.

(2) Every employee, whether present or future, shall once he becomes a member of the Union retain his membership in the Union during the life of the agreement, but not including any possible automatic renewal thereof, and subject to a right to withdraw from the Union within the period as hereinafter provided, as a condition precedent to his retaining his employment with the Company.

(3) During the two weeks immediately preceding the anniversary date of this agreement, any employee who is then a member of the Union shall be at liberty to withdraw from the Union without thereby in any way affecting his right to continue in the employ of the Company.

(4) In order to acquaint all employees with the terms and provisions of the maintenance of membership clauses in this contract, the Union shall post on the Company bulletin boards, not later than the day next following the date upon which the contract is signed, a notice containing all the maintenance of membership clauses and showing the date upon which the contract was signed. This notice shall remain posted on the bulletin boards during the life of the agreement.

(5) At least quarterly the Union shall give to the Company a list containing the names of employees who are members of the Union, and

it shall be the obligation of the Union to notify the Company of any revision in that list as occasion or altered circumstances may require.

SCHEDULE "B"

MAINTENANCE OF MEMBERSHIP

(1) Every employee who is a member of the Union shall be given a period of fifteen days from the date upon which the agreement is posted, as hereinafter provided, within which to elect in writing, to be filed with the Company and the Union, either to remain a Union member or to withdraw from the Union. Any member of the Union after such period of election or any employee who subsequently becomes a member of the Union, shall retain his full seniority unless it is changed by a meeting of the employees. When notified in writing of such a change the Company will place the employee at the bottom of the seniority list where he will remain unless he applies for and is granted re-instatement by the employees within one calendar month after the date upon which he was moved to the bottom of the list.

(2) If during the life the agreement less than 50 per cent of the employees for the time being in the bargaining unit are employees in good standing of the Union, then the provisions with respect to the maintenance of membership shall for the remainder of the life of the agreement become and be null and void.

(3) During the two weeks immediately preceding the anniversary date of this agreement, any employee who is then a member of the Union shall be at liberty to withdraw from the Union without thereby in any way affecting his seniority.

(4) In order to acquaint all employees with the terms and provisions of the maintenance of membership clauses in this contract, the Union shall post on the Company bulletin boards, not later than the day next following the date upon which the contract is signed, a notice containing all the maintenance of membership clauses and showing the date upon which the contract was signed. This notice shall remain posted on the bulletin boards during the life of the agreement.

Report of Board in Dispute between the Ford Motor Co. of Canada, Ltd., Windsor, Ont., and Local 240, United Automobile, Aircraft and Agricultural Implement Workers of America

On July 5 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between the Ford Motor Co. of Canada, Ltd., Windsor, Ont., and Local 240, United Automobile, Aircraft and Agricultural Implement Workers of America.

The personnel of the Board was as follows: Dr. Cecil A. Wright, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Messrs. S. L. Springsteen, K.C., and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003 and Ford Motor Company of Canada, Limited, Windsor, Ontario, and Local 240, United Automobile, Aircraft, and Agricultural Implement Workers of America.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

SIR:—

The Board of Conciliation appointed by you pursuant to the provisions of P.C. 1003 reports as follows:

1. Public hearings were held at the Court House at Sandwich, Ontario, on April 7th,

27th, 28th, May 11th and 12th. At these meetings the Company was represented by W. A. Clark, Personnel Manager, Robert Allen, Assistant Personnel Manager and J. B. Aylesworth, K.C., Counsel. The Union was represented by M. H. Featherston, President of Local 240, Dan Cassey, Chairman of the Bargaining Committee, Hans McIntyre, International Representative and Drummond Wren, International Representative. Oral and written submissions were made by both parties.

2. The present dispute arose from the inability of the parties to agree on any of the terms of a collective agreement covering the office personnel of the Company at Windsor. The constitution of the present Board was the last in a lengthy series of proceedings beginning on January 25, 1943, when the present Local and Formocan Employees' Association made application for a Board of Conciliation under the Industrial Disputes Investigation Act with respect to collective bargaining rights on behalf of the office employees. The Board reported in June of 1943, defining the bargaining unit and recommending a vote. The Union rejected the Board's report and in August, 1943, applied to the Labour Court of Ontario for certification under the Ontario Collective Bargaining Act. Pursuant to an Order of that Court a vote was taken on November 15, 1943. Out of 733 eligible employees the present Union obtained 355. This vote was set aside by the Court because of Union violation of a clause in the Order directing a vote forbidding electioneering or organizational activity. A subsequent vote was taken pursuant to Court Order on February 25, 1944. On this vote, out of 747 eligible employees, the Union obtained 393 votes. By Order of the Labour Court dated March 17, 1944, the present Union was certified as the collective bargaining agency.

3. Negotiations for a collective agreement under P.C. 1003 which supplanted the Ontario Act did not commence until May 19, 1944, despite repeated requests by the Union, due to the Company's position that the Union had failed to "conform exactly" to the procedural requirements of P.C. 1003, s. 10, in light of P.C. 2301, until May 6. Negotiations proceeded until October 21, 1944, when the Union made an application for intervention to the Regional Labour Relations Board which ultimately resulted in the establishment of the present Board on February 21, 1945, the Board being fully constituted by the appointment of a Chairman on March 21, 1945.

4. As a result of the negotiations the Company produced its first complete draft

agreement embodying the Company's position on September 11, 1944. The only complete draft of the proposed union agreement was given the Company on October 21, 1944, the same date on which the Union took steps to obtain the present Board. A subsequent draft of the Company, unaffected in any way by the Union's proposals, was made in December, 1944. A third draft of the Company's proposals was made on April 2, 1945, just prior to the first sitting of this Board. During the present hearings the Company filed a final draft—embodying textual changes only—on April 27. It is this draft of the Company which is referred to as the Company's final draft in this report. At a hearing on May 11, 1945, the Company submitted a revised draft of clauses 15 and 16, dealing with seniority rights of returned men. The Union's "points of differences", returned with the Union draft and the Company final draft with this report, is based on a comparison of the Union draft and the Company draft of September, 1944.

5. The fact that almost two and a half years have elapsed since the present Union commenced proceedings looking to the conclusion of a collective agreement—proceedings which have been contested throughout by the Company—is sufficient indication of the difficulties which faced the present Board. At the first hearing the Company stated there were eight main points on which there was disagreement:

- (1) union security;
- (2) payment to union officials by the Company for the time spent in working hours on "Union business";
- (3) the time to be permitted to union officials performing work in connection with grievances, etc.;
- (4) the Company's desire to make definitive statements of what is permitted to Union officials in the way of grievances, etc., as compared to the Union's proposal to leave these matters at large;
- (5) differences as to seniority;
- (6) the refusal of the Company to grant a recognition clause;
- (7) whether arbitration of grievances shall be final and binding on the parties;
- (8) secondary points regarding grievance procedure.

6. As the hearings proceeded, however, it became quite evident that the Board had no alternative to going into each clause proposed by the Company and by the Union. This was done thoroughly and exhaustively. At the outset there was agreement on practically nothing. In the course of the hearings concessions were made by both parties on several points. In the main, however, there were so many underlying differences, sometimes capable of clear statement, sometimes inhering in the language of the clauses themselves, that

the Board felt it could only write a report by examining clause by clause the matters on which there was disagreement and on which it had failed to obtain agreement.

7. It was our hope that we could deal merely with broad issues, leaving the parties to agree, or disagree, on our recommendation of principle. In the course of numerous attempts to deal with the many issues presented to us, however, we felt that the parties being so far from agreement we should be as helpful as possible and, to illustrate our discussion, and in the hope of assisting towards an agreement, we have in many places suggested clauses which, or something similar, we felt the parties might accept. At the first hearing the Union agreed to accept whatever recommendations the Board might make. The Company did not so agree. It should be clearly understood that we are not putting forward any clause with the view that either party should, of necessity, stand on it. Ours is not primarily a task of drafting. It should also be borne in mind that anything recommended herein has reference only to this particular unit and therefore cannot be used as a precedent in other situations where the facts may differ. This is of particular importance in the present case where we understand a Local of the same international union represents the employees in another unit. With that situation we are neither concerned nor informed.

8. We can only express our hope that both parties will consider the following recommendations with a willingness to cooperate and make mutual concessions. Without that willingness collective bargaining in an impossibility. The attitude of both parties, in the course of two years of negotiations, has been fairly unyielding. From the concessions mutually made in the latter stages of the proceedings before this Board we feel that both parties manifested a spirit which make the voluntary conclusion of an agreement much more hopeful than we had believed possible when the hearings began. This Board's task in dealing with the many and detailed matters involved in dispute has not been easy. If both parties approach the following discussion and recommendations without considering who has won a victory on this or that, but bearing in mind that the Board has attempted to find a solution that it believes will work with the least friction, we believe that they should be able to conclude an agreement under which both can perform their respective duties in harmony.

1. UNION RECOGNITION

9. At the hearings the Union strongly objected to the fact that the Company refused to insert a clause expressly recognizing the Union as the sole collective bargaining agency for the employees in the certified unit. The Company maintained that by setting out the fact of certification proceedings in the recital it followed, as a matter of law, under P.C. 1003 that the Union became such bargaining agency. The Company frankly stated it objected to going beyond the words of the regulations. While the Company's position may be, from a strictly legal standpoint, correct, it became evident in the course of discussions that the refusal to give a recognition clause was bound up with the extent to which the Company was willing to recognize the Union as a third party in interest in such matters as grievance procedure, which will be dealt with hereafter.

10. If the Agreement contains a short recital to the effect that it is entered into pursuant to the order of the Labour Court in the Supreme Court of Ontario we feel that the Company should voluntarily agree to recognize the Union by express provision. A failure on the Company's part so to do might, we believe, jeopardize all possibility of obtaining an agreement between the parties. The Company either is or is not willing to recognize the Union as a party with a real interest of its own in the industrial relations between employer and employee, and we do not believe that the co-operation which a collective agreement requires can be obtained by a Company rigorously insisting that the fundamental principle of recognition be left to implication from a government regulation. We are, therefore, unanimously of opinion that the agreement should contain as a first clause something similar to the following:

The Company agrees to recognize the Union as the sole collective bargaining agency for all office and salaried employees employed by the Company at the City of Windsor in the County of Essex, who are certified by the Order of the Labour Court in the Supreme Court of Ontario, dated March 17th, 1944, such employees being described as follows: (set out here the enumeration and certification order). Such employees are hereinafter called "employees".

11. It will be noted that in this clause we have substituted the word "Union" for the word "Local" which appears throughout the Company's draft. In this instance as in others to be mentioned, we believe that the Union is entitled to describe itself and its officers by whatever name it chooses rather than to have the Company dictate its form of terminology. Furthermore, P.C. 1003 con-

templates an agreement with a "trade union", (s.2) (1) (d). Therefore, in stating the "parties" at the beginning of the Agreement, we think that while Local 240 is the proper party with whom the Company contracts, it should, if the Union chooses, be "hereinafter called the 'Union'." In place of the word "local" in any clause of the Company's draft which we recommend in its original or a revised form it is to be understood that the word "Union" is to be substituted.

12. In view of the first clause which we have suggested being a recognition clause, we think that the recital in the Company's draft might be considerably shortened in as much as the boundaries of the unit are outlined in the recognition clause and we therefore suggest that the recital, opening the Agreement, might be somewhat as follows:

This agreement is entered into pursuant to the provisions of the Wartime Labour Relations Regulations, P.C. 1003, a judgment of the Wartime Labour Relations Board (National) dated February 14, 1945, and an Order of the Labour Court in the Supreme Court of Ontario dated March 17, 1944.

2. UNION SECURITY

13. The Union draft (cls. 2-5) contained provisions requiring existing and future employees to become and remain members of the Union as a condition of employment, ("Union Shop") and also provisions for a check-off of Union dues by the Company. Before this Board the Union based its request for these provisions on the express attitude of the Company in refusing, in connection with recognition for example, to go further than the law requires, and because it stated that there had been no evidence of a willingness on the Company's part to establish a good relationship, which led to a fear of elimination on the part of the Union. There is no doubt that the Company is not overly cordial in receiving or embracing the Union but it does not follow that the existence of the Union as bargaining agency is actually jeopardized by any action of the Company. Both parties have, perhaps, contributed to a feeling of mutual irritation in the prolonged negotiations over the present agreement.

14. Undoubtedly some form of union security would serve to allay the suspicions and fears of the Union as to what it believes to be the policy of non-co-operation and "straight-jacketing" of the Union as illustrated, in the Union's opinion, in the discussion of other provisions. We believe, however, that if the Company grants the concessions and compromises recommended in this report with respect to the working parts of the agreement, so that the Union will have an opportunity

of carrying on as bargaining agency free from what it considers irritating limitations on its activities on behalf of the employees, the Union might, in view of the strongly held views of the Company, withdraw its request, at this stage, for provisions relating to union security. This is, after all, a first agreement and the Union in certification proceedings, was supported by a vote of less than 55 per cent of eligible employees. We are, therefore, dealing with a Union which, in this unit, cannot be said to be far past the organizational stage—an item which must be borne in mind when considering the Company's refusal to pay Union representatives for time spent in servicing grievances, etc. Such a Union, certified as a bargaining agency has a valid claim not to have the performance of its duties unduly impeded or restricted by the Company. Granted the reasonable freedom from restraint and the opportunities for carrying on employer-employee relations which the recommendations we are making contemplate, we believe that the Union should withdraw its request for the union shop and check-off, and we so recommend.

3. REPRESENTATION

Union Committeemen or Stewards— Their Functions, etc.

15. In clauses 2 to 9 of the Company's final draft the Company purported to deal with the following matter:

- (a) the appointment or election of stewards and their numbers;
- (b) the qualification of stewards;
- (c) a definitive enumeration of a steward's duties, including a definition of a grievance;
- (d) the procedure which a steward must follow in order to absent himself from his regular Company duties and the time during which he can so absent himself;
- (e) the election or appointment of a negotiating committee as a group separate from the stewards;
- (f) the procedure which a committeeman must follow in order to absent himself from his regular Company duties and the time during which he can so absent himself.
- (g) the functions of a Chairman of the negotiating committee.

16. In these provisions the Company attempted to make an exhaustive enumeration of those activities of Union officials which would be permitted, to the exclusion of all others, on the Company premises during working hours. The Company's object in so doing,

as stated to this Board, was to obviate the difficulties which the Company said it had experienced in its "plant" due to a failure to enumerate specific items of business which Union officials were "permitted" to carry on. The Union opposed any attempt to confine its officials to what it described as a "strait jacket". The Union felt that the strictness of the provisions, the tying down of Union officials to detailed, and in its opinion barren and, in effect, clerical duties, was an indication that the Company was commencing bargaining relations in the belief that the Union needed curbing; that the Union officials could not be recognized as having, in the language of cl. 10 of the Union draft, regular duties to perform in connection with their employment, which duties were the concern of the Union and not to be dictated by the Company; and that to place detailed and elaborate curbs on Union officials' activities would, and in its opinion was intended to result in paralysing any effective work which it was the Union's function to perform on behalf of the employees and on its own behalf. Particularly was this the case when such limitations were considered together with the Company provision by which Union officials were to receive no pay when absent from their regular work in connection with the minor and attenuated functions permitted them by the Company draft. The relevant clauses in the Union draft are cl. 2-11, 13, which leave at large the question of Union "officials" functions to be determined, presumably, by the Union. It seems to this Board that there is merit in the contentions of both parties and that in this, as in most other matters of collective bargaining, the parties should endeavour to reach a compromise fair to both.

17. Since the Company's draft contains the most elaborate provisions, we purport to make most of our recommendations on the basis of changes to that draft rather than to take the simpler draft of the Union and attempt to build on to it such particulars as to us seem fair from the Company's point of view. In so doing we have, as will be obvious, used the Union draft as a basis of comparison. Before examining detailed clauses, however, certain general observations on some of the points covered in the Company's draft as it affects the matters here in issue may be relevant particularly as some of them are interrelated with other parts of the proposed agreement and have an importance beyond that of Union officials' functions as such.

18. In the first place, the definition of Union officials' functions centres to a large extent around "grievances". In keeping with Company policy to define exhaustively officials' activities this leads the Company to define a

grievance and to exclude activities of Union officials unless related to that definition. Without considering here what we believe to be an undue limitation in the definition (a limitation which is carried over to grievance procedure and excludes, as we see it, the Union as such from either presenting a grievance of its own or making an individual grievance a matter of Union concern to be carried on by the Union concurrently with an individual or even after the individual is satisfied), it is our opinion that it is neither feasible nor practical to define a grievance. A grievance, after all, is a complaint. We should have imagined that it was in the interest of the Company to have all complaints of employees, groups of employees or the Union itself aired and discussed freely with the Company. To attempt to treat any complaint as if it did not exist is, in our opinion, to invite trouble. A complaint will remain a complaint either of one or more or all the employees until it has been dealt with openly as between the Company and its employees. To bottle it up, or to exclude a Union official from listening, perhaps soliciting, or not infrequently himself settling a complaint of any kind would in our opinion likely lead to far more friction and ultimate expense than to permit the utmost freedom to a bargaining agency in investigating and presenting any complaint of individuals, groups of individuals or the Union with regard to working conditions in its widest possible sense. It may be that certain specific matters should not be involved in grievance procedure. If so those specific matters should be enumerated. To confine grievances, however, as the Company has attempted to do, and to confine Union officials' activities to such a definition is, we believe, an impossibility since if there is any complaint of an employee, or group of employees organized or unorganized, a Union steward will undoubtedly concern himself with it. To attempt to check him by artificial limitations is either to invite breaches of the agreement or to sterilize Union activity. Neither should be an objective of a collective agreement.

19. Throughout the Company draft a distinction is made between "stewards" and "committeemen". The Union objected to the term "stewards" and wished to have the term "committeemen" substituted for "steward". As a mere matter of terminology there is no answer to the Union's claim to describe its officials as it chooses. There is, however, more involved. Both the Company and the Union agree that there should be one "steward" or "committeeman" allocated to each zone of the present unit on the basis of approximately one "steward" or "committee-

man" to each 114 employees. In the Union's view the "negotiating committee" should comprise all of the committeemen from the various zones with an international representative having the right to attend conferences between the Committee and Management. The Company wishes to have a smaller negotiating committee than the total of all "stewards"—hence the necessity for different names. If there were a great number of zones—as undoubtedly exist in the Company's "plant"—we can see the necessity for the differentiation. As there are only six zones in this unit we believe that the simplest method of operation would be to have the negotiating committee composed of the "committeemen" from each zone. This would save duplication of officials and prevent the necessity of elaborating the difference between "stewards" and "committeemen". We accordingly purport to use the phrase "committeeman" in place of "steward" throughout since we recommend that the Negotiating Committee be on the basis outlined by the Union.

20. We sympathize with the Company's endeavour to particularize those matters with which a Union committeeman should be concerned during working hours, and while we do not believe that a committeeman's duties can be as stereotyped and rigid as the Company proposes, we have endeavoured to reach a middle ground by which some particularity is given to a committeeman's duties without unduly limiting the proper work of the Union, and consequently a committeeman, in serving the interests of the employees in the broadest way. If the Union feels that it is being "cribbed, cabined and confined" the Company cannot expect helpful co-operation so much as a bursting of the seams. On the other hand a Union should be willing to regularize the routine of its officials as far as possible in the interest of Company discipline. The answer probably lies in particularization within limits plus the possibility of expanding the particularization. With these considerations in mind, we have approached the Company's clauses and our recommendations take the following form.

21. In place of clause 2 in the Company's final draft which provides that the Local may elect or appoint stewards who "shall function as such only in accordance with the provisions of this agreement" we suggest that the parties might agree on a clause somewhat in the following form:

Committeemen elected or appointed by the Union from among the employees, shall for the purpose of this agreement perform only such functions as are agreed upon in this agreement or as may from time to time be agreed upon between the personnel manager

and the negotiating committee (hereinafter provided for). The president of the Union shall notify the personnel manager of the Company in writing the name of each employee so elected or appointed as of the date of this agreement and shall likewise notify the personnel manager of the name of any employee subsequently elected in addition to or in substitution for such committeemen. Every such employee is hereinafter called a "committeeman". No employee shall perform any committeeman's duties as defined under this agreement until the personnel manager shall have received the appropriate notification above provided for.

22. Clause 3 of the Company's draft providing for six stewards for the six month period commencing on the date of the Agreement, which number shall be adjusted at the end of six months to a number not exceeding one steward to each 114 employees and a provision for allocation of stewards to zones, etc., is satisfactory to both sides provided the word "committeeman" is substituted wherever the word "steward" appears.

23. The Company's clause 4 provides that each steward shall be an employee with regular duties having not less than 12 months seniority and shall reside in Canada and be a British subject or a citizen of the United States of America. The Union objects to the latter part of this clause. In our opinion, if an employee, whatever be his nationality, is competent to work for the Company, and has worked for the Company for a period of one year, he is likewise competent to act on behalf of his fellow employees at their instigation and election. We therefore recommend the deletion of the words quoted above and in their place suggest that the Company's clause 4 should read as follows:

A committeeman shall be an employee having regular Company duties to perform and shall have not less than 12 months seniority as such.

24. Clause 5 of the Company's draft is that which purports to state definitely a steward's duties. The Company clause permits him to absent himself from his regular work to investigate a grievance as defined in the section and to receive from an employee a completed grievance or appeal form, which form, by later provisions, an employee is to obtain from a Company representative. The section further provides that a steward may notify the chairman of the negotiating committee of the name of an employee who has obtained a notice of appeal form from a Company representative. The clause also provides that a steward shall only perform these duties if an employee has, as provided elsewhere, notified his department head that he wishes to see the steward and the steward has been so informed.

25. The clause defines grievance as "any act or neglect of the Company as the employer

of an employee who, in connection with his working conditions, alleges that he has been directly and personally affected injuriously by such act or neglect and with respect to which such employee has obtained a grievance form" from a Company representative as provided for later in the Agreement.

26. It is this definition to which we had reference earlier when speaking of artificial limitations on a union official's activity. Clearly, to require that an official abstain from investigating a complaint because an employee has not obtained a grievance form is to ask the impossible as well as the undesirable. More important, however, is the emphasis which the clause places on the purely individual nature of a grievance by excluding the Union from itself carrying a grievance through the grievance procedure. This is a subject to which further reference will be made in connection with the clauses on grievance procedure. Suffice it to say here that we do not believe it to be in accord with collective bargaining, as we understand it, to exclude the group interest in an individual complaint or to exclude the group interest in a claim which an individual has but is unwilling to press. Furthermore, the insistence that the individual employee should obtain grievance forms from representatives of the Company rather than from, or at least to the exclusion of, Union committeemen, was quite frankly stated by the Company to have been dictated by a desire on its part to keep to a minimum grievances and to obviate what the Company felt were likely to be the presentation of grievances "manufactured" by the Union.

27. Frequent reference was made before this Board to what the Company referred to as unhappy experience in their "plant" with another local of this same international union in connection with "manufactured grievances". This Board has no knowledge of the situation in the plant other than the statements of the Company, which are clearly not evidence, and we do not believe that in a first agreement between this Local and the Company that the Board should accept as a premise that a bargaining agency is interested in presenting grievances without foundation. To commence collective bargaining relations in a spirit that one of the parties will take unfair advantage of its position, would be fatal to any possible success in collective bargaining. We are willing to assume in making our recommendations that both parties are interested in maintaining the best possible relations between employer and employee. To do so, we believe that the Company must be willing to afford the employees what the latter (and government policy as well) deems to be a better method of protecting employees' interests

than prevailed prior to the introduction of collective bargaining. It may be true, that the number of grievances presented will be in excess of those presented prior to a bargaining agency's appearance in the plant. We would be surprised if it were not so. This, however, cannot afford sufficient reason for this Board to agree to this and other provisions of the Company's draft designed to limit grievances by rendering Union assistance and participation unduly difficult or expensive.

28. As we indicated previously, we can see considerable merit in the Company's attempt to indicate the nature of the duties which a committeeman would ordinarily perform. We have been concerned with an endeavour not to treat such duties as settled for all time but to infuse as much flexibility into the agreement as seems to us consistent with orderly collective bargaining in this unit. Accordingly in place of clause 5 of the Company's final draft and of clause 10 of the Union draft we suggest that a clause somewhat along the following lines might be adopted by both parties.

The Company recognizes that a committeeman represents, on behalf of the Union, the employees in the zone to which he is allocated with respect to such matters as hours, wages, seniority, grievances and other working conditions or terms of employment; and the Company agrees that a committeeman may, upon compliance with the provisions of (sec. 6, Company draft as amended in this Report) absent himself from his regular Company duties for the purpose of dealing with any such matter on behalf of the employees, or on behalf of the Union in the interest of such employees within the zone to which he is allocated. For greater clarification the purposes for which a committeeman may so absent himself from his regular Company duties are as follows: (a) the investigation and preparation of employees' grievances and appeals on grievances and the submission of written grievances to a department head or the communication of a notice of appeal of a grievance to the Chairman of the Negotiating Committee; (b) the delivery to an employee of the decision of a department head on a grievance; (c) the inspection of the seniority list of any department in the zone to which he is hereby allocated to the extent reasonably necessary for him to ascertain the seniority status of any employee employed therein; (d) consultation with the Chairman of the Negotiating Committee on matters pertaining to hours, wages, seniority, grievances, and other working conditions or terms of employment of the employees within the zone to which he is allocated; (e) attendance at a hearing before an umpire or a conference, between the negotiating committee and the personnel manager or other representatives of the Company under clause (grievance, and that recommended below in para. 39);

Subject to the provisions of section (see clause recommended in substitution for Company draft clause 9, re Chairman of Negotiating Committee—*infra* paragraph 40), a committeeman shall not absent himself from

his regular Company duties for any purpose other than those specifically enumerated in clauses (a) to (d) unless such purpose has been agreed upon between the personnel manager and the negotiating committee as one concerning hours, wages, seniority, grievances or other working conditions, or terms of employment of employees within the zone, and failure of the personnel manager and negotiating committee to agree shall be deemed a question of interpretation of this agreement within the meaning of clause (13 of Company's draft).

29. Clause 6 of the Company's draft deals in detail with the procedure to be adopted by "stewards"—to be changed to "committeemen"—when absent from their regular Company duties. Some of these provisions may require slight change to accord with the view we take that a steward and committeeman should, in this unit, be the same person. This may also lead to a simplification of other sections. In the main, provisions in the Company's draft are concerned with the time to be taken from an employee's regular duties, the carrying of a "clock card" to record the time so spent etc. By paragraph (h) of the Company clause it was provided that a steward "shall not absent himself from his regular Company duties for more than the 30 minutes immediately preceding his regular lunch period and the 30 minutes immediately preceding the regular time at which his shift ends". The Union felt that this rigid limitation in half-hour periods was not sufficient to allow a steward an opportunity of properly carrying out his work. The Union requested a clause leaving the time to "such . . . as is necessary to attend to the business of administering this agreement", subject to a maximum absence of two hours per working day and a further limitation of three hours in any two consecutive working days in one week. (Cl. 10, Union draft.)

30. The Company's limitations on time and the provisions for carrying clock cards etc., cannot be divorced from the Company's further insistence that Union officials shall not be paid while absent from their regular Company duties (clause 10, Company draft.) A severe limitation in point of time plus the deprivation of pay is a little difficult to understand. One might think that if an employee were to be deprived of pay while servicing grievances etc., it was no concern of the Company how long he took from his regular duties. On the other hand if an employee is to be limited in time it might seem that a Company had done sufficient to discourage what it feared would be the "promotion" or "manufacture" of grievances. The two taken in combination do seem to us to be unduly severe.

31. As we have already stated, we are not prepared to assume that a bargaining agency which has not as yet had an opportunity of functioning in this unit is so likely to waste time in promoting frivolous grievances as to warrant a Company adopting the most rigorous methods to limit its activities. At the same time, we can see no objection to the stewards (committeemen) carrying clock cards and otherwise checking their time as provided in the Company's clause 6, since these records will help to prove or disprove any allegations of wasted time or to show that the time allocated has not been sufficient. At the hearing we suggested to the parties that while the two broken half hour periods per day did not seem to be wholly satisfactory, since an official might find his work unnecessarily interrupted, we felt that as the Union was here negotiating for time without previous experience in this unit, it should be prepared to accept a limitation of one hour per day to be taken as the occasion demanded. We therefore recommend that in place of paragraph (h) of clause 6 of the Company's draft a clause somewhat similar to the following be accepted by both parties:

He shall not, save for the purpose of attending conferences between the negotiating committee and the personnel manager or attending before an umpire, absent himself from his regular duties for more than one hour in any one working day, provided that such time may, by agreement between the negotiating committee and the personnel manager, be extended or varied to meet the circumstances of any individual case.

32. We would also recommend that paragraph (d) of clause 6 of the Company draft be changed to read,

Immediately upon completion of his duties he shall record the time on such clock card and deliver it to the supervisor from whom he obtained it.

33. With these changes, together with the substitution of "committeeman" for "steward" wherever it appears, we believe that the Company clause 6 should be accepted by both parties.

34. Clause 7 of the Company's draft provides that a steward is, upon application to a department head, to be advised of the names of employees who have informed the department head that they desire the steward or, in the case of appeals on grievances, the Chairman of the Negotiating Committee informed. This clause is related to part of the Company's clause 5 which purported to limit a steward's duties by confining him to employees who had so advised the department head and requested a steward to act on his behalf. It is also related to clause 9 (a) of the Company draft, which defines the duties of the Chairman of the negotiating

committee in investigating a grievance appeal by an employee who has notified the department head of his desire to have the chairman informed. Both of these provisions are likewise related to clause 11 (b) of the Company's draft, which provides, in addition to an employee notifying the department head of his desire for a steward or the chairman to be notified, that the employee must also obtain a grievance form or an appeal form from the department head and, if he so desires, request the department head to inform the steward or Chairman of the Negotiating Committee of such form having been obtained.

35. The Union objects to this interposition of management between the employee and the Union officials, on the ground that it is directed to the stifling of Union activity in connection with grievances, and is also an indication of the company's insistence on dealing with the individual directly and only permitting the Union to come in as a kind of "fifth wheel". Taken in conjunction with other provisions as to no pay for stewards, and limitations of stewards' time these provisions indicate quite clearly the Company's fear of "manufactured" grievances, and as a consequence they are all directed to reducing to a minimum Union participation in grievances save under stringent Company regulation. We have already indicated our view in this regard, when dealing with time restrictions, and in our recommendation in place of clause 5 of the Company draft, (See *supra*, paras. 25-28). We believe that for a Company to insist on interposing itself between Union and employee at every turn is so opposed to the basic principle of collective bargaining, in which the Union represents the employees' interests in dealing with management, as to nullify the very advantages which a union acting for the employees in their dealing with an employer is designed to obtain. For this reason we are likewise opposed to the Company's representatives having sole control of grievance and appeal forms.

36. While we are opposed, therefore, to an employee *only* seeing a steward when he so advises his department head, we can see that there is considerable advantage in having an employee contact his steward (committeeman) through his department head if he chooses. From both the Union and the employees' standpoint this may in most cases be the most efficient method of making a desired contact. For this reason, therefore, we recommend that something similar to clause 7 of the Company's draft be retained (deleting the phrase "during the 30-minute periods referred to in clause (h) of section 6"). In view of the fact that we are recommending the dele-

tion of compulsory Company intervention in other parts of the agreement, clause 7 will then not be understood as a condition precedent to committeemen's functions in connection with grievances.

37. By clause 8 of the Company's draft, provision is made for a negotiating committee of five, including four employee members and a representative of the International Union. In view of our recommendation that in this unit, where there is a maximum of six zones, each having a committeeman, the negotiating committee should consist of these committeemen (*supra*, para. 19) the present section can be simplified. We have already provided for the absence of committeemen from regular work for the purpose of attending conferences with management in our recommendation in place of Company clause 5. Qualifications of committeemen are previously covered. We believe that instead of making the international representative a member of the negotiating committee a separate clause should give the Union the right to have such accredited representative of the International Union as the International may from time to time designate, present at any conference between the negotiating committee and management.

38. If the clause recognizing a negotiating committee states, as we think it should, that it is for the purpose of attending conferences with management, then we believe that there should follow a clause stating when conferences will be held; the method of convening them and any relevant procedure. As special provisions are made for a conference on grievance appeals, this general clause, (which in effect is in substitution for clause 30 of the Company draft) should be subject to those special provisions.

39. In light of the foregoing we recommend that, in place of Union draft clause 13, and Company clauses 8 and 30, clauses somewhat in the following form be adopted:

The Company recognizes a negotiating committee, for the purpose of attending conferences with the personnel manager or other representative of the Company, which shall consist of the committeemen elected or appointed for the time being, and whose election is notified to the personnel manager as provided in clause (2). One member of such committee shall be designated as chairman by the Union and the president thereof shall notify the personnel manager of the name of the person so designated.

Subject to the provisions of clause—(grievance procedure) conferences between the personnel manager or other representatives of the Company and the negotiating committee shall be held when mutually agreed upon or at the written request of either party on three clear days' notice and in any case if an agenda has been supplied at least once

in every two weeks. Matters to be considered at any such conference shall be recorded upon an agenda to be supplied by the party requesting the conference to the other party at least one regular working day prior to the day for which the conference is requested. Such agenda if supplied by the Union shall be signed by the Chairman of the Negotiating Committee and delivered to the office of the personnel manager and if supplied by the Company shall be signed by the personnel manager and delivered to the office of the Union.

No conference of the negotiating committee with the personnel manager or other representatives of the Company shall be held unless at least a majority of the members thereof are present thereat, and any action taken or decisions reached at any such conference shall bind both the Union and the Company.

At any conference between the negotiating committee and the personnel manager or other representatives of the Company, the Union has the right to have present such an accredited representative of International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) as the International Union may from time to time designate. The president of the Union shall notify the personnel manager from time to time in writing of the name of such accredited representative.

40. The Company's draft clause 9, in keeping with its policy of definitive description of the occasions on which a Union employee can absent himself from regular Company duties, contained an enumeration of the Chairman of the Negotiating Committee's functions. As such chairman is also a committeeman, whose functions have already been defined, and as the grievance procedure we are recommending has been modified in many respects, Company clause 9 will need some modification. We believe that a clause somewhat as follows should be accepted by both parties:

The Chairman of the Negotiating Committee, upon compliance with the provisions of clauses (b) to (g) inclusive of section 6 (See Company draft clause 6 as modified herein) may absent himself from his regular Company duties for the following purposes in addition to those specifically provided for committeemen in sec.—(see recommendation in substitution for Company clause 5, *supra*, para. 28) namely:

- (a) to consult with another committeeman on matters pertaining to such committeeman's duties;
- (b) to inspect the master seniority record in the Personnel Department of the Company to the extent reasonably necessary for him to ascertain the seniority status of any employee;
- (c) to deliver to an employee the decision of the personnel manager and/or of an umpire, selected as provided herein, on an appeal;
- (d) to lodge notice of appeal forms with the personnel manager as provided in clauses (d) and (e) of section 11 (Company draft as modified);

- (e) to submit special grievances to the personnel manager as provided in clauses (a) and (b) of section 12 (Company draft);
- (f) to deliver agenda to the office of the personnel manager as provided in clause (d) of section 11 (Company draft), and section—(see recommendation in place of clause 30 Company draft, *supra*, para. 39);
- (g) such other purposes as, in accordance with the provisions of sec.—(see recommendations in substitution for Company clause 5, *supra*, para. 28) may be agreed upon between the personnel manager and the negotiating committee.

In addition to the time during which, as a committeeman, the chairman is entitled to absent himself from regular Company duties under clause 6 (h) (as recommended *supra*, para. 31), the chairman shall be entitled to another hour per day if he deems it necessary, for the purposes of performing his duties as Chairman of the Negotiating Committee.

4. PAYMENT OF UNION OFFICIALS

41. One of the most difficult issues presented to this Board, and one which has given it the greatest concern, is the Company's insistence on the provision found in clause 10 of the Company draft to the effect that Union officials "shall not be paid by the Company while absent from their respective Company duties". The Company admitted that in the majority of cases where collective bargaining prevailed in this country and the United States it was probably true to state that the Company did pay Union officials for time spent in investigating grievances, attending conferences, etc. The limited experience of members of this Board with collective agreements confirm this view, although sometimes agreements provide that if the stewards etc., use an unreasonable period of time the Company may refuse to pay for such excess. There may be other variations, but we know of no actual situation where all payment for time away from regular duties is denied by the Company. This is not to say that the majority practice is necessarily the one which should be recommended in all cases.

42. The Company based the issue on general principle, contending that as Union officials were doing the Union's business, the latter ought to bear the expense incidental to that business and the Company should not be called upon to pay what were in essence "advocate's fees" for their employees. On the surface this view is appealing if it is possible to assume that you can separate completely the "Union's business" in a given concern from the "employee's business". The Company throughout the discussions did make this distinction, and in one connection stated, with reference to Union officials, that "no man can serve two masters".

43. While in one sense it is true that a bargaining agency exists to promote the interests of the employees which may, from one point of view be deemed in opposition to those of the employer, we do not believe it is sound or desirable completely to separate the component parts of one industry. Certainly the employees themselves must be considered as part of a given enterprise. The introduction of a bargaining agency merely adds a third party to the whole. While it may have been added primarily in the interest of the employers, it was also added and should be accepted as the link between individual employees and management making for better industrial relations, in the one business on which both employee and employer are ultimately dependent. It is no doubt true, as the Company pointed out, that the introduction of a bargaining agency results in increased costs to the employer. For a company willingly to accept the costs of maintaining good industrial relations in the absence of a bargaining agency and to throw back on the employees—for it is they on whom the burden will fall—part of the increased costs under collective bargaining might lend colour to the Union's contention that this was but another method of combating collective bargaining itself.

44. Accepting the declared policy in favour of collective bargaining as a means of settling differences between employers and employees "by peaceful means", the question of bearing the cost of obtaining industrial peace cannot be viewed solely as one between a Union on the one hand, and an employer on the other. If the Union were to be made to bear the burden of time spent in the settlement of grievances by employees who were Union officials, this cost could only be borne ultimately by the employees themselves. On the other hand, if it is borne (like workmen's compensation), by the Company, it will become another item in the ordinary costs of production recoverable ultimately from the community at large. In other words, the Union cannot pass this charge on to anyone save the employees. The Company can, and does pass it on. The question is, therefore, whether industrial peace, which is the purpose behind collective bargaining, is of sufficient public importance to warrant the spreading of this cost to the public. This is a matter on which opinions may differ, but we believe that the trend of legislative policy furnishes strong ground for believing that it is. Further, granted a more or less common practice in this regard, to exempt one employer from costs assumed by others in the same industry would, in reality, be an undue preference in costs of

production to the one so exempted. In the absence of some countervailing reason we are not prepared to make a recommendation on this basis.

45. We prefer to avoid basing our recommendations on the answer to these broad questions of principle. We are willing to accept what has become common practice, unless some reason is shown on the facts of this case to make such practice unfair in this instance. We readily admit that there may be valid reasons where we would recommend a denial of pay to Union officials. Such a case might arise where Union officials had consistently wasted Company time on frivolous or non-essential matters. In the present case the Union has had no experience in this unit whatever, and while the Company referred to its experience in the "plant" with another local of the same International, we have no evidence on the situation there, nor is it, we believe, relevant to the matters before us. As we have repeated so often, we are not prepared to assume that a Union commencing bargaining relations is doing so with the object of wasting Company time. Not only that, but in this case the Company has placed rigid limits on the time that can be spent by committeemen in investigating grievances etc. It may be that this limitation will prove either too narrow or too liberal. That will be a matter of adjustment when the agreement is renegotiated. Having placed these limits, however, we believe that so long as the officials stay within them they are entitled to be paid for services performed just as much in the interests of employer and employees alike as those of a personnel manager.

46. Leaving aside questions of principle, another factor which weighs heavily with us, is that in this instance we are dealing with a unit of office employees all of whom, we believe, are paid on a weekly or monthly basis. The Union pointed out that most of the employees in this unit had such special experience and skill in the work allotted to them that any time spent away from their work was usually made up by them in the evenings or after hours, since their work accumulated in their absence. If this be so there would seem to be little justification for the Company's claim to deduct a proportionate amount of wages for time spent in "Union business", unless the discouraging of Union activity in connection with grievances can be called a justification. Without suggesting that the issue of pay or no pay should be treated differently in the case of piece work rates, the factual situation in such case would seem to be quite different from that before us. In

view of this factor alone we cannot recommend that the Company's clause be adopted in this plant. Even if there be merit in making a Union bear some part of the cost of servicing grievances etc., we understand the argument to be confined to unions well past the organizational stage in a given unit. As we had occasion to remark in recommending against union security provisions in this case, it can scarcely be said that this Union in the present unit is so fully supported by the employees as to merit being described as well past the organizational stage. This is another reason why we cannot recommend the Company clause in the present case.

47. Taking into account the limitations of time placed on committeemen in this agreement, we believe that such committeemen should be entitled to be paid by the Company only so long as they keep within those limits. We accordingly recommend that in place of Clause 10 of the Company draft and Clause 12 of the Union draft, a clause somewhat as follows be accepted:

Committeemen while attending a conference between the negotiating committee and the personnel manager or other representatives of the Company, or attending before an umpire appointed pursuant to the provisions of this agreement, or during any other time they are absent from their regular Company duties in conformity with the provisions of this agreement shall be paid by the Company at their regular rate of pay. (N.B. if all employees in this unit are on weekly or monthly pay this last clause may read "shall not suffer any deduction from their regular pay".

5. GRIEVANCE PROCEDURE—ARBITRATION

48. The ordinary grievance procedure in the Union's draft, (cl. 14-16) and the Company's draft (cl. 11) is alike in that both contemplate three stages only: (1) the submission of a written grievance to a department head; (2) an appeal in writing to the personnel manager; (3) an appeal to an arbitrator. There are, however, important differences in procedure.

49. In the Union's draft, the Union only, at all stages, has the carriage of the grievance. The employee presents the grievance through a committeeman, and if the decision is unsatisfactory to the committeeman, an appeal is taken through the negotiating committee. In the Company's draft, however, the emphasis is not so much on the Union as on the individual. We have already commented on some of the Company provisions in another connection. A brief statement of the salient points, on which there is disagreement, will indicate the differences. In the Company's procedure, (1) a grievance was, as we saw, defined in clause 5, as an individual matter

between employer and employee; (2) the Company requires that an employee must obtain a grievance form or an appeal form from his department head, and shall, if he wishes a Union official informed, so advise the department head; (3) the individual employee may submit a grievance to his department head either directly or through a Union steward (committeeman) and if directly, the Union is not advised of the decision (clause 11 (c)); (4) if the decision is unsatisfactory to the employee, the latter may appeal, again either directly or through the negotiating committee, to the personnel manager; no right of appeal is given the Union, and if the employee appeals directly there is no Union participation or knowledge of the decision (cl. 11 (d)); (5) if the decision is unsatisfactory to the employee an appeal lies to an umpire.

50. The question of interposing a representative of the Company between an employee and the Union committeeman by compelling the employee to obtain a grievance form from the department head, we have already commented on (*supra*, para. 35). We cannot agree with the principle. We believe that an employee should be able to get such forms from either the Union committeeman or the department head as he wishes.

51. Outside of this, however, we believe that the Union's claims for entire control of grievance procedure, and the Company's provisions, in which an individual and the Company may so ignore the Union, that the latter may not even be informed of decisions vital to the employees as a whole, are not entirely satisfactory. In order to bring the parties together, we believe that a grievance procedure should recognize the right of both an individual employee and the Union to participate in the settlement of grievance. The principles which we believe should govern the respective rights of Union and individual employee in grievance procedure were fully dealt with by a unanimous Board in a dispute concerning *Steel Company of Canada (Hamilton and Ontario Works)* (45 Lab. Gaz. 55 at pp. 59-60). With these principles we agree, and recommend that the grievance procedure in the present instance be brought into accord with such principles.

52. For the purpose of clarity we might restate these principles in concise form:

(1) An individual employee or group of employees should be entitled to present a grievance directly on its or their own behalf and, if discussion is permissible under the grievance procedure, should be entitled personally to attend and discuss the grievance.

(2) As the disposition of every grievance may be of concern to the body of employees as a whole, the Union is entitled to be advised of all decisions and, where discussion is permissible, to attend and negotiate at the disposition of a grievance.

(3) If a grievance is not settled to the satisfaction of all three parties—the individual employee or group of employees, the Union, and the employer—the dissatisfied party may carry the grievance on until the grievance procedure is exhausted. This follows from a recognition that the disposition of any individual grievance may be of concern to the group interest represented by the Union.

(4) If the Union refuses to participate in the settlement of a grievance, the grievance may be settled without its consent and unless such settlement is inconsistent with or contrary to the terms of the collective agreement the Union should be bound by such settlement.

53. In relation to the three stages of grievance procedure contemplated by both the Union and Company drafts in the present case, these principles when here applied should lead to the following results:

(1) Since grievances are the complaint of an individual employee or group of employees, in the first stage of written complaint to the department head, there being no oral representation, we believe the individual employee should be entitled to submit his grievance either directly or through the committeeman of his zone at his option. In order to prevent any possible suspicion of unfair dealing with an employee who goes direct, without Union intervention, and to recognize the possibility of group interest in all grievances, we believe that the department head, in rendering his decision to an employee who goes directly should also give a copy of such decision to the employee's committeeman. These provisions would be in substitution for the procedural provisions of clause 11 (c) of the Company draft.

(2) If such decision is unsatisfactory either to the employee or employees concerned, or to the committeeman of such employee's zone, either may lodge a notice of appeal. In the case of the Union lodging an appeal it goes on the agenda of the negotiating committee. We believe that notice of a direct appeal by an employee to the personnel manager should be given by the personnel manager to the chairman of the negotiating committee. Unless the chairman informs the personnel manager in writing that the Union does not intend to participate in the appeal such appeal together with all appeals lodged through the chairman of the negotiating committee should

be placed on the agenda for consideration at the conference next following between the personnel manager and the negotiating committee. At such conference, in the case of an appeal lodged directly by an employee, such employee should be entitled to attend the conference and make such representations on his own behalf as he sees fit. Provisions incorporating this principle would be in substitution for clause 11(d) of the Company draft. Other provisions in that clause concerning the holding of conferences are satisfactory. The decision of the Company on any appeal placed on the agenda would be given to the chairman of the negotiating committee as provided in the clause.

(3) If the negotiating committee is dissatisfied with the decision on any grievance considered at a conference, the chairman of the negotiating committee may lodge a notice of appeal to an umpire within four days. In the case of an employee or group of employees whose grievance has not been discussed at a conference between the negotiating committee and the personnel manager or in the case of an employee or group of employees whose grievance the negotiating committee, upon request made to a member of such committee, has refused to appeal, such employee or group of employees may lodge a notice of appeal to an umpire directly with the personnel manager. These provisions are in substitution for part of clause 11 (e) of the Company draft.

54. So far as the three steps in the grievance procedure are concerned we have outlined the principles which we believe should be adopted and we have given the above illustrations of changes in the steps set out in clause 11(c)-(e) as a possible method of carrying these principles into effect. We do not put forward suggested clauses in this connection since the same results can be achieved in different ways (see the Conciliation Board report in the Steel Company of Canada Ltd., already referred to, and see the form of agreement recommended by another unanimous Board in the as yet unreported report in re Canadian Westinghouse Company Limited (Hamilton)) and we believe that if the parties agree on the principles involved they should have no difficulty in arriving at the wording of clauses. We accordingly recommend the adoption of the principles outlined.

55. Outside the three steps in procedure outlined there are other points in dispute. The Union objected to Company clause 11(a) which provides that no grievance shall be considered which usurps any function of management. As "functions of management" are nowhere defined, if the Company has the right

to refuse to consider any grievance which it states "usurps the function of management" it is evident that the consideration of what is and what is not such a function must remain completely within the Company's discretion and could not even be considered by an arbitrator. Other clauses of this agreement deal with the Company's power of disciplining, of transferring employees and making rules etc. If the Company wishes to make an enumeration of other specific matters which it wishes to exempt from grievance procedure we believe it should have that opportunity. We do not consider, however, that this is really practical.

56. Undoubtedly an arbitrator or umpire must consider whether any claim infringes matters which are either expressly reserved to Company discretion or are customarily reserved by business practice. We cannot imagine that the right to have a grievance considered or arbitrated will involve a transfer of Company management to an umpire. With the express reservations in this agreement on other matters we believe that while it may be an answer to a grievance that it "usurps a function of management" that answer should itself be subject to the regular grievance procedure. For this reason, therefore, we would recommend the omission of clause 11(a) of the Company draft.

57. With regard to clause 11(b) of the Company draft, dealing with obtaining forms for submission of grievances and appeals etc., we have already expressed our view, and therefore we recommend that a clause somewhat as follows be adopted in place of that clause:

An employee may obtain a grievance form or a notice of appeal form, to be supplied by the Company, either from his division head, assistant department head or his department head or from the committeeman allocated to his zone. A grievance or an appeal respecting a grievance shall be considered by the Company only if submitted or lodged in writing on the appropriate form signed, in the case of a grievance, by the employee concerned, and in the case of a notice of appeal, by the employee or the Union committeeman of the zone in which the employee concerned is employed.

58. One small matter in connection with clause 11(c) of the Company's draft has not been referred to. The Company clause gives the Company the right to refuse to consider any grievance the circumstances of which originated or occurred more than five days before its submission; it is also optional with the Company to decline to make a decision retroactive to a date more than five days before submission. The Union did not object to the clause but, this being a new agreement, requested that this period should not

become operative for thirty days after the signing of the agreement. As the Union has not yet the right to participate in grievances there is merit in this suggestion. The Union, is, however, familiar with existing conditions and we believe that the proviso to clause 11(c) would be quite fair to both sides if it read in the following recommended form:

provided, after the expiration of ten days from the signing of this agreement, it shall be optional etc.

59. This leaves for consideration the question of arbitration of grievances. The Union draft clause 16 provides that the decision of an umpire shall be "final and binding on both parties". The Company clause 11(e) provides that "neither party. . . need be bound by the decision of the umpire".

60. If grievance procedure looks to the ultimate solution and satisfaction of grievances, we can see no point in providing for arbitration which, in effect, may be rejected by either party who loses the decision. It might, indeed, be better to have no arbitration at all since in that event, the parties are at least saved the incidental expense, to say nothing of the expectations of settlement which an arbitration would naturally create. We have considered the possibility of a clause by which the parties in advance of arbitration "may, but need not, elect to be bound by a decision of the umpire." Such a clause is a slight, but very slight, improvement over the present clause and would likely lead in practice to a virtual repeal of the arbitration provision. To be effective as a real step in grievance procedure we believe that the decision of an umpire should be final and binding. We, therefore, recommend that a clause be inserted in the agreement to this effect.

61. Clause 12 of the Company draft dealing with grievances concerning improper discharge, suspension or lay off needs only to be modified to accord with the recommendations made concerning the ordinary grievance procedure. Thus in connection with paragraph (a) of clause 12 we recommend a clause somewhat as follows:

A special grievance form, to be supplied by the Company, may be obtained from the personnel manager or a Union committeeman by any employee or former employee who considers that he has been improperly discharged, improperly suspended for six days or more, or improperly laid off.

62. To carry out the same principles of clause 11, we recommend that paragraph (b) of clause 12 be modified to provide that the employee can submit the special grievance form directly or through the chairman of the negotiating committee to whom the grievance has been communicated by the committeeman

allocated to the employee's zone. The decision of the personnel manager will be given in writing to the person submitting the grievance, provided that if it is submitted directly by an employee the chairman of the negotiating committee shall also be given a copy of the decision. If the decision is unsatisfactory to the employee or the Union, the employee or the chairman of the negotiating committee can appeal to an umpire as in clause 11. In this case, even more so than in clause 11, we believe and recommend that the decision of the umpire shall be final and binding on both parties.

63. Clause 13 of the Company's draft was agreed to between the parties as satisfactory.

64. The Union objected to the sweeping restriction placed by clause 14 of the Company draft on an umpire, who was deprived of jurisdiction to vary, reduce or set aside any penalty imposed on an employee, or to substitute a different penalty for one so imposed by a Company for a breach of discipline or infraction of the Company's rules. We believe, however, that if the Company has communicated to its employees to what form of penalty or discipline they are liable, for specific offences, or specific breaches of discipline, so that the employee knows at the time of acting to what disciplinary action he is liable, the Company should have the right, subject to grievance procedure on whether a breach has occurred, to determine the form or quantum of disciplinary action within the published limitations. Furthermore, if the Union believes that the punishments prescribed generally for breaches of rules, etc., are too severe, these matters of rules and regulations may be placed on the agenda of a conference with management.

65. We therefore recommend that the Company clause be adopted but that it contain a proviso after the word "employee" in the sixth line, somewhat as follows:

provided that such penalty is prescribed by and imposed pursuant to rules and regulations of the Company posted or otherwise communicated to the employees as provided in s. (37 of Company draft as recommended for revision below) etc.

6. SENIORITY

66. Both parties agreed on clause 15(a) of the Company draft, filed with the Board on May 11th, which is similar to Union clause 19. By clause 15(b) the Company purported to give seniority to any employee who was attested for or served overseas or in the merchant marine of any of the United Nations, on his reinstatement by the Company within 90

days of discharge, dated back to September 10, 1939, if that date was prior to the seniority date based on actual length of employment under clause 15(a). This provision also gave the same seniority to a returned man who at the time of his attestation or dispatch for overseas service was a probationary employee. This clause, which goes beyond the requirements of the Reinstatement in Civil Employment Act 1942, along with Company clause 16(b), to be presently discussed, represents a commendable effort on the part of the Company to make some compensation or reward to the men who were subject to enemy fire during the present war.

67. While the Union felt compelled to object to the Company draft, such objection was in no way prompted by, nor can it possibly be considered as an indication of, less concern over the future of the returned man. The Company made no claim to a monopoly of patriotism. In matters of this kind, however, one must be careful that the desire on everyone's part to do all that can possibly be done for the returned men does not lead to a course of action which might create bitter feelings where none should exist. With the principle of giving the returned soldier credit in seniority rating for the time spent in military service no one can have the slightest objection. The present provision, however, gives a returned man a preferential seniority over any employee hired after September 10, 1939, regardless of the length of service of either the returned man or the other employee. Thus, to take an extreme case, one person who may have attempted to enlist for overseas service and been rejected, might have been hired in October 1939 and have remained in the Company's employment ever since. Another person may have been in the Company's employ for a few weeks only in 1944. He might have been drafted and dispatched overseas. On his return and reemployment by the Company such employee would obtain seniority over the other man and, in the event of a lay-off would be retained in employment. Bearing in mind, as we must, that those persons who remained in employment during the war years would either be of advanced age, married, physically unfit for active service, or as necessary to the war effort in their present positions as those in the army, we do not believe that the Company's solution is one which we can recommend or is one which the returned men themselves would, in fairness, ask. It is not a question of adequate reward to the returned man. No reward in his case is too great. But a reward bought at the price of another's job who was, for one reason or another, compelled

to assume the more unheroic role, is too great a sacrifice to demand from the latter.

68. Moreover, in the present unit, of 245 employees now serving in the Armed Forces, we were informed by the Company that some 140 were in the Company's employ prior to the end of 1940 and of these 71 were hired before the end of 1939. The 71 would undoubtedly have their seniority if time on Active Service accumulated to them and the other 70 would have theirs up to 1940. Of the rest, an additional 70 were in the Company's employ prior to the end of 1941. Thus there is a comparatively small number who would receive the preferential treatment this clause envisages. We cannot believe that the injustice the clause might work in a few cases warrants us in departing from the principle enunciated in the Act referred to. Further, we do not believe for the purpose of this clause that there should be any differentiation between members of the Armed Forces on the basis either of types of overseas service or overseas service as opposed to other kinds of service. We therefore recommend that in place of clause 15(b) of the Company draft of May 11 a clause somewhat similar to the following be substituted therefor:

The seniority of former employees, including probationary employees, who left their employment with the purpose of, and have been since serving in the Armed Forces or the Merchant Marine of any of the United Nations, shall, upon reinstatement in the employ of the Company within 90 days of discharge from such service, date from the date upon which he was last hired by the Company or to the date six calendar months prior to the date upon which he completed 180 days intermittent employment as the same is defined in section 15 (a).

69. Company clause 16 in the draft of May 11, contained two paragraphs. The first dealt with probationary employees and provided that they had no seniority rights and that their employment could be terminated at any time without the availability of grievance procedure. The Company admitted that its chief concern with regard to this latter provision was to avoid the possibility of having a miniature seniority list among the probationary employees. The Union's only objection to the clause as it stood was to the unlimited discretion given the Company which might unless guarded against, leave a discriminatory termination of employment without redress. The Company certainly did not intend that this should be the effect of the clause. To meet both parties' understanding we recommend that after the word "grievance" in the second last line of clause 16 (a), something like the following be substituted:

other than a claim of discrimination in connection with a lay-off or discharge, or a grievance concerning working conditions.

70. Company clause 16 (b) was the other provision by which the Company attempted to deal with the problem of the returned man. By this clause the Company provided that a man, even though not formerly an employee, who had been attested or dispatched for overseas service and who was hired by the Company within 90 days of discharge should "for the purpose of determining his seniority date" be allowed credit for the number of days of such service provided he was, for a year before being attested or dispatched for overseas service, a resident of the County of Essex. While this provision goes beyond the Reinstatement Act, we think that the only real difficulty to its acceptance by the Union lies in an obscurity of wording and a failure to make clear its exact object.

71. The Union was opposed to the idea that a man who had not been an employee of the Company at any time could be hired so as to displace an existing employee. The Union was, however, not opposed to a returned man, not a former employee, obtaining a seniority rating as provided by the clause, *after* his hiring. We are not sure that the clause contemplates the possible displacement of an existing employee. Certainly that might be the case where a former employee returns and is reinstated by the Company pursuant to its legal obligation in that behalf. As there is an obligation to take back a former employee under clause 15 (b) the only concern of the parties is, as that clause provides, to assure him his seniority standing "upon reinstatement". In the present case, the question when the returned man may be hired is of importance. We do not think it right merely to give the returned man in question here seniority *after* hiring in accordance with his military service. In the event of there being a lay-off of any considerable number at the time he applies, if at that time he has no seniority he would never stand a chance of being hired. We believe that he should be conceded a seniority rating for the purpose of being hired in relation to other employees who have been laid off, in accordance with his time in military service. Thus if he applies for a position, he should not be able to displace an existing employee who is not laid off. If there is an opportunity for taking on new employees, no difficulty arises in his case. If there are employees laid off, this returned man should be entitled to be hired in priority to those having less seniority rating than his time spent on military service. So understood we think the Company clause should be accepted as a real effort on its part to assist in the solution of a difficult problem. We therefore recommend that the

Company clause 16 (b) be clarified to accord with this understanding, somewhat as follows:

A person not being a former employee or probationary employee, who was attested in the Armed Forces of any of the United Nations for overseas service during the present war, or was dispatched overseas pursuant to P.C. 8891, dated November 23, 1944, or served in the Merchant Marine on any vessel under the registry of any of the United Nations during the said war, and who presents himself for employment within 90 days of discharge shall, in relation to other employees who have been laid off, be eligible for employment as if he were himself a former employee with seniority equal to the number of days spent in such service and in any case, after his employment by the Company, he shall for the purpose of determining his seniority date be allowed credit for a number of days equal to the number of days of such service, provided etc....

72. Company clause 17 deals with the posting of seniority lists and their finality within a given period of time after posting. By agreement between the parties, for the "ten" days referred to throughout, the word "fifteen" is now to be substituted. In order to carry out the understanding of the parties expressed at the hearing, and since the present proviso in the clause is not necessary in view of the finality we have recommended in connection with grievance procedure, we recommend the following proviso in place of that which the clause now contains:

provided that any inaccuracy in a posting, although deemed to have been accepted in accordance with this section, may be corrected on a subsequent posting within 15 days of such posting or as a result of a grievance submitted within that 15 day period.

73. The parties are agreed on clause 18 of the Company draft which corresponds to clause 30 of the Union draft.

74. The Company provisions with regard to lay-offs, being clauses 19, 20, 21 (b), are much more elaborate than those of the Union. A distinction is made between a lay-off and a "temporary lay-off". In the latter no seniority is to be invoked at all. Such a lay-off is defined in clause 19 as "a reduction in the number of employees working due to the temporary discontinuance by the Company of the performance of any work or to a temporary reduction of the volume of work to be performed." There is no provision as to who is to determine the distinction between a lay-off and a "temporary lay-off". That there may be some occasions where there is such an obvious guarantee that all persons laid off will be very shortly recalled to work, so that seniority provisions can be totally disregarded is a possibility. As all lay-offs look to the ultimate recall of employees, such an occasion, we believe, should be a matter of agreement between the Company and the

Union, and the term "temporary lay-off" in that event merely means a lay-off in which it is agreed that seniority provisions are not to apply. We think that it might be simpler so to stipulate, but as the Company draft refers in different places to a temporary lay-off we are willing to leave the term provided it is defined as we have indicated. The Union further complained that there was no statement that the Company would observe seniority rights in lay-offs. The Company stated that it did not wish to be so confined. As a working compromise, which we believe gives effect to the different points of view of both parties and with a view to clarifying the situation on which the parties are not really apart in substance, we recommend that in place of Company clauses 19, 20 and 21 (b) clauses somewhat in the following form be adopted:

In the event of a lay-off of employees other than a temporary lay-off (as herein defined) the Company agrees that in situations where employees have approximately equal merit, ability or efficiency seniority shall be given preference and in such case employees shall be laid off in the order in which they hold the least amount of seniority.

In the event of a lay-off of employees, other than a temporary lay-off, the matter will be discussed by representatives of the Company with the negotiating committee prior to such lay-off, and if and to the extent that the Company intends to depart from an inverse order of seniority in individual cases it shall give the negotiating committee reasons for such departure.

In the event of a temporary lay-off (as herein described) the provisions hereof with respect to seniority rights shall not apply. "Temporary lay-off" when used herein is a lay-off to which the negotiating committee and representatives of the Company agree seniority rights shall not apply, either because it is one involving a reduction in the number of employees working due to the temporary discontinuance by the Company of the performance of any work or to a temporary reduction of the volume of work to be performed, or for any other reason.

75. Our first reading of Company clause 21 (a) gave us the impression that it was to much the same effect as the Union clause 21 which provides that in the event of a vacancy within a department the Company shall consider persons working in the department in order of seniority, with the difference that it included former employees within the department who left the department for service overseas. A closer reading leads us to believe that the clause is not clear and is capable of the view that it only deals with the case of the returned man. As such returned men, in accordance with the provisions already outlined are entitled to their accumulated seniority we think that the clause should be clarified to make certain that all persons, whether returned men or not are entitled to consideration on

the basis of seniority. As the parties are agreed on the first part of the clause, we recommend that the proviso be reworded somewhat as follows:

provided, subject to the provisions of sections 23 and 26 (of the Company's draft) in the filling of any such position which becomes vacant, employees who at the time of the filling thereof are employed in the department in which such vacancy occurs, and employees who left their former employment in the department with the purpose of, and who have since been serving in the Armed Forces or the Merchant Marine of any of the United Nations, and who are competent and willing to perform satisfactorily the duties thereof, shall be entitled to due consideration in the order in which the greatest amount of seniority is held by them respectively.

76. In connection with seniority on transfers from one department to another the parties differ. The Company (clause 22) wished to have a transferred employee carry his seniority at once to the new department and to lose all claim to re-transfer to his former department. (Save in the case of employees transferred at other than their own request since September 9, 1939, as to which no difference of opinion arose). The Union (clause 27) wished an employee to retain for 60 days his seniority in the department from which he was transferred. We believe that an employee transferred at the request of the Company, and who may have been quite unwilling to make the change, should not because of his inability to perform his new duties forfeit all claim to employment by the Company. On the other hand, if an employee requests a transfer we see some merit in questioning whether he should still keep one foot in the department from which he has requested to be moved. Accordingly, as a compromise between the parties' conflicting views we recommend that a clause dealing with the matter somewhat as follows be adopted:

An employee transferred at his own request from one department to another shall carry his seniority to the department to which he is transferred, shall be entitled to have his name placed upon the seniority list thereof and shall have no claim whatsoever to re-transfer to any department in which he was formerly employed. An employee transferred from one department to another at other than his own request will for a period of 60 days after such transfer retain his seniority in the department from which he has been transferred, at the end of which time he will carry his seniority to the department to which he has been transferred and shall from that time have no claim whatsoever to re-transfer to the department from which he was transferred. Notwithstanding anything elsewhere herein provided (then follow the provisions of Company clause 22 in relation to employees transferred since September 9, 1944).

77. Both parties expressed their agreement to Company clause 23, subject to the Union's

objection to the reference to s. 15, on which we have already made our recommendation.

78. With regard to recall of employees after a lay-off both parties agreed in principle to Company clause 24 save that in place of the provision permitting the Company to recall "up to 25 employees" without regard to seniority, it was agreed by both parties before the Board to substitute a percentage of those laid off. We recommend "up to 10 per cent of those employees laid off and who had seniority, or such larger number as the negotiating committee and representatives of the Company may mutually agree." (We might say in passing that we do not see why Company clause 24 is made subject to s. 26 since the latter deals with persons on leave of absence and such persons can scarcely be considered laid off.)

79. Both parties agreed before this Board to the provisions of Company clause 25 with the agreed amendment in paragraph (b) which now will read, "is discharged for just cause and is not reinstated in accordance with the provisions of this agreement."

80. Both parties are agreed as to clause 26 of the Company's draft.

81. Both parties are agreed upon the wording of clause 27 of the Company's draft with regard to preferential seniority to Union stewards (now, as recommended, "committeemen") in the event of lay-off. Both parties agreed, however, before the Board, on the committeemen being continued at work when "15" rather than "25" employees (as the draft now reads) remain in a given zone.

82. Both parties are agreed on clause 28 of the Company draft which is similar to Union clause 32.

83. There is a difference of opinion in connection with freeing the Company from seniority provisions in the choice of employees to take inventory (Company clause 29, and Union clause 33). We see no reason why, subject to the overriding consideration of competency, seniority should be ignored in this connection. On a matter of this kind, however, we are willing to give effect to the Company's position by removing the Company's decision from the ordinary grievance procedure. This, in our opinion, would still leave open, under the clause we are recommending, an "interpretation and violation" arbitration if the Union felt the Company was flagrantly violating the provisions. We accordingly recommend a clause in place of Company clause 29, and Union clause 33 somewhat as follows:

Employees required from time to time for work in connection with the taking of inventory shall be selected by the Company on the

basis of competency for such work, but the Company will, when reasonably possible, share such work as evenly as possible according to seniority among those competent to perform the work, provided, however, that the selection by the Company shall not be subject to the grievance procedure provided herein.

7. MISCELLANEOUS PROVISIONS

84. The Company requested the inclusion of the following clause (31 of the Company draft):

An employee charged with the violation of any Federal or Provincial statute or regulation issued pursuant thereto or apprehended by any law enforcing body may be suspended by the Company and no such employee or former employee shall be entitled to lodge a grievance as the result of such suspension or discharge.

The Union strongly opposed this clause as being unnecessary and covered by the ordinary situation of discharge for just cause, and in the second place as being much too wide in scope. We can, however, see merit in the Company having the right to suspend an employee immediately on being charged with certain types of offences, but considering the multitudinous array of offences of a petty nature created by Federal and Provincial statutes and regulations, the commission of which would have no relevance to an employee's loyal performance of his duties as employee, we do not think that any argument is necessary to show that the wording of the present clause is altogether too wide. If the Company feels that it would be helpful to have a power to suspend and to discharge without the availability of grievance procedure, this right, in our opinion, should be confined within narrow limits and restricted to serious criminal charges affecting the Company's property or premises. We accordingly recommend that the present clause be modified to read somewhat as follows:

An employee charged with the commission of any criminal offence concerning the Company's property or premises such as theft, wilful damage or a like offence, may be suspended by the Company and if convicted upon such charge may be discharged, and such employee shall not be entitled to lodge a grievance as the result of such suspension or discharge.

85. Company clause 32 was designed to protect the Company's Power House or substation from interference. Notwithstanding that the Power House is not directly related to this unit in any way, or perhaps because of this, the Company clause not only requires a covenant from the Local not to interfere with such plant but also required the Local to covenant "not to permit any

member to cause or take part in nor will any member thereof take part" in such interference. Further, for the purpose of this clause, the Local included the International Union and its officers and agents as well as those of the Local. Considering that the Company has opposed every move to have the International Union made a party to this agreement, in addition to the fact that the Union stated that the Local had no power to bind the International, this last provision should, we believe, be deleted. We are also of opinion that in extracting a promise regarding the "permitting" of members to do certain things the clause is unreasonably wide. Notwithstanding the fact that it might be argued that any clause on this matter does not come, in this unit, within the term "working conditions" of s. 2 (1) (d) of P.C. 1003 we are willing to recommend a modified form of this clause somewhat as follows:

The Union shall not in any circumstances cause or take part in any restriction of or interference with the operation of or the work connected with the Power House and/or any substation of the Company.

86. While the Union felt that Company clause 33, reserving the Company's right to discipline any employee was unnecessary we can see no serious objection to its retention and therefore recommend that the Company's request for inclusion be accepted.

87. Company clause 34 provided shortly that an employee who desired a leave of absence should apply in the manner set out to the Company and that the personnel manager would deal with the application and notify the employee, seniority to accumulate during such absence. The Union's objection to this clause was that the Company did not agree to give leave of absence for any reason whatsoever. I particularly requested, in a modified form of Union clause 34 which was presented to the Board, that the Company agree to grant leave to delegated Union officials to attend conferences and conventions. The Union clause also requested that the Union be notified of employees on leave of absence.

88. The Company was opposed to granting leave to Union officials "as of right" and it was in this connection that the Company referred to the fact that "no man can serve two masters". While we are convinced that the Company would probably grant leave to Union officials as the occasion arose, we can also appreciate the claim of the Union that it is entitled to assurance, as part of the recognition accorded to the Union, that such leave will be granted. The Union objects to the Company's unfettered discretion. We

believe that the Company can likewise object to the unfettered discretion of the Union as to the number of men who might come under the sweeping terms of the Union clause, and to the fact that no limits of time are placed on Union officials' "right" to leave. With a view to reconciling the conflicting claims we asked the Union to supply us with an estimate of the maximum number of occasions on which leave might be necessary in a year and the maximum number of officials who might participate on these occasions. With that before us, and as a compromise solution we recommend a clause somewhat as follows in place of Company clause 34 and Union clause 34 (as modified at the hearings):

An employee desiring leave of absence shall make application in writing to his department head. The application shall be dealt with by the personnel manager and the employee notified of the disposition thereof. The personnel manager shall, from time to time, supply to the chairman of the negotiating committee a list of all employees who have been granted leave of absence. Seniority shall accumulate during the period of a leave of absence.

Provided however, and it is agreed between the parties, that an employee elected, appointed or delegated by the Union to attend a convention or conference of the Union shall be granted leave of absence without pay for a reasonable length of time not to exceed seven days on any one occasion in any calendar year for this purpose with continuity of service if reasonable notice is given. Not more than five employees shall be entitled to such leave in any one calendar year and the total number of days to which any of such five employees shall, in the aggregate and including all occasions, be entitled to in any one year shall not exceed fourteen, or such increased number as the personnel manager and the negotiating committee may, from time to time, agree upon.

89. With regard to the use of bulletin boards on the Company premises, the parties were not apart on matters of substance so much as on the working of their respective clauses. The Union felt that the Company clause was irritating in reserving to the Company without restriction the time during which notices would remain on the Board, and by the opening clause by which the Company "extends the privilege" of using in its clause 35. The matter is perhaps a small one, but in accord with the general spirit of compromise in which this report is written we think that in place of the Union clause 35, the Company clause 35 can be accepted if it is modified in the following particulars which we recommend: In place of the opening words, substitute "The Company agrees that the Union may use the existing bulletin boards etc." In place of the last paragraph of the Company clause substitute something like the following:

It is mutually agreed that such notices may remain posted for a reasonable time and outdated notices shall be removed.

90. Company clause 36 provides that the Union, any officer, representative or an employee "shall not on premises owned or occupied by the Company perform any act in any manner whatsoever relating to or in connection with any trade union" save as expressly provided in the agreement. This clause is so worded that it would exclude reference to any matter of Union concern on the Company premises. As such it seems to us an attempt to do the impossible and, in our opinion, the undesirable. As another Board of Conciliation said in connection with a similar Company request in the Steel Company of Canada dispute (45 Lab. Gaz. at p. 59): "To attempt to impose restrictions so severe seems an impossibility. Even if it were possible, such interference with the individual freedom of employees seems difficult to justify We fail to see how a Company can demand that some matters affecting the employees' interests may not be discussed between them, for example where the Union is involved, and yet permit discussions where other matters, for example, management may be involved." With that we agree.

91. We can understand a Company's unwillingness to permit its premises being used for holding Union meetings. We can also understand the Company's objection to Union activities such as soliciting dues, etc., on Company time. To refuse employees to solicit dues, etc. on Company premises during their own time seems to us a further manifestation of the Company's unwillingness to recognize the Union as an integral part of the industry. It also demands a Union employee so to develop a split personality that he must, in effect, temporarily sever his Union allegiance and affiliations each time he enters the Company's premises. The Company's draft, defines with great particularity the functions of Union officials in connection with grievances, etc. These particular, as modified herein, we have recommended the Union accept. To go as far as this clause purports to go in addition, does not seem to us desirable. We recommend, therefore, that a clause somewhat as follows be adopted in place of Company clause 36:

The Union shall not hold meetings on Company premises, and no employee, Union official or representative shall solicit members, collect dues or engage in any Union activity during his working hours or on Company time save as expressly provided in this agreement.

92. With regard to Company clause 37 and Union clause 36, dealing with the making of rules and regulations, at the hearing it was our understanding that both parties had agreed to the Union clause with the addition of the words "or otherwise communicated to the employees and to the Union". These provisions regarding publication and communication of rules and regulations are complementary to the recommended changes in Company clause 14.

93. Company clause 38 deals with employees absenting themselves from Company duties to attend a hearing before an umpire. The clause provides that no employee shall so absent himself without the approval of the Company and that no employee shall be paid for the time he is away unless the payment is approved by the personnel manager. The Union objected to the Company retaining sole control over absences for this purpose and also objected to the principle of no payment for employees. The clause regarding "no pay" is consistent with the Company's position already discussed in connection with grievances, etc. We have already recommended that committeemen be paid by the Company when attending before umpires as well as other times. The present clause, therefore, is confined to employees attending to give evidence on their own behalf or of employees who may be called as witnesses for either party to a dispute. We were informed by the Company that its practice in the "plant" was to pay those witnesses called by the Company and to leave the witnesses called by the Union to be paid by the latter. Apparently the individual employee without the Union affiliation must fend for himself.

94. While the Company indicated its willingness to amend the clause with regard to its approval of absences by adding, "which approval shall not be unreasonably withheld", we think that the clause should clearly state that any party to a hearing before an umpire has a right to have present any person having factual knowledge of the matters in issue. We agree that the witness should, before absenting himself, notify his department head and follow the procedure with regard to time cards, etc. We cannot believe that payment by the Company of favourable witnesses and non-payment of non-favourable ones will serve any other purpose than to discourage arbitrations. In addition, as such it is not in accord with the views we have already discussed as those which we believe should apply to expenses of grievance procedure in this unit. We appreciate that the right to call witnesses to be paid by the Company may be abused by

calling unnecessary employees. To cover that situation we think that the clause should provide that the Company will pay in addition to Committeemen, only those employees that the umpire lists over his signature as necessary witnesses or participants at the hearing. Such a list can be made at the hearing by the umpire at the request of either party. This removes any possibility of discrimination by the Company and of abuse by the Union or employees of their privilege of having witnesses attend. In place of Company clause 38, we therefore recommend that something like the following be adopted:

The Company, the Union, an employee or a group of employees shall have the right to have present at any hearing before an umpire, selected as herein provided, any employee or other person possessed of factual knowledge touching the matter or matters in question. Before an employee leaves his regular Company duties to attend such a hearing he shall, a reasonable length of time prior to the hearing, advise his division head, or if there be no division head to whom he is responsible, his assistant department head or his department head in such order that his presence is required at such hearing, and immediately prior to leaving his regular Company duties for such purpose shall record the time on his clock card in the proper manner at the time clock at which he ordinarily records his regular time and immediately prior to returning to his regular Company duties shall likewise record the time on his clock card. In addition to Union Committeemen, employees attending such a hearing and who are listed in writing by the umpire over his signature as "necessary employee witnesses or participants", shall be paid by the Company at their regular rate of pay.

95. Clauses 39-42 of the Company draft (being Union clauses 39-40 and 53), dealing with general matters of interpretation, etc., were agreed upon by both parties before this Board.

96. In connection with Union clause 41 dealing with a proposed change of hours of work in the summer months, the Company indicated its willingness in principle but stated that the change was dependent on transportation difficulties. We recommend the matter be left over and placed on the agenda for consideration at subsequent conferences between the negotiating committee and management after an agreement is concluded.

97. Union clause 42, dealing with hours of work, clause 43 requiring pay for overtime, clause 49 regarding "sick leave", and clause 50 regarding vacations, are all concerned with matters outside the jurisdiction of this Board and we therefore make no recommendation concerning them.

98. Before this Board, the Company agreed to accept Union clauses 44 and 45.

99. Union clause 46 to the effect that all employees be placed on a salary basis and Union clause 47 with regard to pay days, as well as Union clause 51, concerning rest periods and Union clause 52 regarding smoking privileges, we recommend should not be included in the present agreement, but be reserved for discussion, after an agreement is concluded, at a conference between the negotiating committee and management.

100. The Company strenuously opposed the insertion of Union clause 48, dealing with female employees on the principle of "Equal pay for equal work". In view of this opposition, and as there is in existence a government policy under which rates will be determined, we recommend that the Union withdraw this clause.

8. TERMINATION

101. The only remaining question concerns the clause relating to duration or termination of the agreement. P.C. 1003 is far from clear on this matter. We believe that it is highly desirable that on the termination of a stated term in an agreement there should be no period between the expiration date and the execution of a new, or amended agreement when the unit is without a collective bargaining agreement. As matters now stand, in the two months prior to the expiry date either party can give notice requiring negotiations to be entered into for the renewal, or modification of the agreement (P.C. 1003, s. 16). This section contemplates that an agreement will, no doubt, be concluded by the expiry date. Due to the possibility of negotiations breaking down and going through conciliation procedure it may not infrequently happen that much more than two months will be required before the negotiations reach a successful conclusion. The length of proceedings in the present case affords ample evidence of this. If the agreement, on the other hand, is made for more than a year, while s. 15 provides for a notice of termination the Regulations are singularly silent as to renewals or negotiations, or the persons to conduct them.

While in one sense it might seem desirable, in this state of uncertainty, to make the agreement for one year only, thus leaving the situation to be governed by whatever legislation may be in effect at the expiry date, it seems to us that the parties should be willing to agree on terms which would prevent the possibility of a disruption of relations at an expiry date, so long as they are not otherwise deprived of any statutory provision of which either may wish to take advantage. With this in mind, we feel that the following or a similar

clause could reasonably be adopted by the parties and we so recommend:—

This agreement shall be effective for one year from the date of its execution; provided that if at the end of such period a new bargaining agency, or bargaining representative, has not been certified or substituted in place of the Union to represent the employees for the purpose of collective bargaining in accordance with any provision of law then regulating such matter, then this agreement shall, subject to the provisions of any law then regulating collective bargaining, remain in full force and effect until a new collective agreement shall be executed.

All of which is respectfully submitted.

Dated at Toronto this 23rd day of June, 1945.

(Sgd.) CECIL A. WRIGHT,
Chairman.

(Sgd.) BORA LASKIN,
Member.

Minority Report

Re: Wartime Labour Relations Regulations P.C. 1003 and Ford Motor Company of Canada, Limited, Windsor, Ontario and Local 240, United Automobile, Aircraft, and Agricultural Implement Workers of America.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir:

1. It is with considerable regret that I find myself in disagreement with the Chairman and the Union's nominee on the Board on a number of points.

2. Dealing first with the recital of events leading to the appointment of this Board and the conduct of the parties as set out in the earlier part of the majority report, there seems to be an expressed or implied criticism of the conduct of the Company culminating with the statement that the Company had throughout contested the steps taken by the Union over a period of two and a half years. I did not so interpret the proceedings. Until the 17th of March, 1944 there were two Unions contending to represent the bargaining unit and the Company merely said in effect "establish which of you represent a majority and we will bargain with you".

3. Thereafter the Company asked only that the Union comply with the provisions of P.C. 1003, s. 10, having regard to P.C. 2301. This was not done until the 6th of May, 1944. One might, at first blush, think the Company unduly technical in insisting upon this provision but when it is remembered that the Company was confronted with similar proceedings with different units of the U.A.W.-

C.I.O. not only in Windsor but also in other cities, the names of which I have forgotten and which are not important, it seems to me the Company was quite justified in taking the position it did apart altogether from the fact that it had the legal right to do so.

4. The parties commenced negotiations for a collective agreement with the representatives of the Union on the 19th day of May, 1944, a lapse of only thirteen days after the Union had qualified itself to negotiate. This seems to me to indicate reasonable despatch on the part of the Company.

5. Partial drafts of an agreement seem to have been prepared by the Company and submitted to the Union from time to time as negotiations proceeded and a complete draft seems to have been presented to the Union by the Company on the 11th of September, 1944.

6. It appears that the Union did not submit anything in the way of a draft to the Company until the 2nd of October, 1944 and contemporaneously therewith the Union made application for intervention under s. 11 of P.C. 1003. In my opinion this is significant of the attitude of the Union. I am satisfied that the Union had no intention of concluding any agreement which did not contain drastic Union security clauses not included in any major collective agreement in this area of which I am aware, and which this Board is unanimously of the opinion ought not to form a part of the agreement in contemplation in these proceedings. I am influenced in arriving at this conclusion not only by the proceedings before this Board but also by my general knowledge of the current attitude of the U.A.W.-C.I.O. in collective bargaining in this area.

7. I realize that much of the foregoing is merely a restatement of the early paragraphs of the majority report but in a somewhat different focus. It is largely because of this different perspective together with the facts about to be stated that I find myself unable to concur with my colleagues on the points upon which I hereinafter express a different view.

8. In the discussions between members of the Board prior to the drafting of any report and during the consideration of the majority report, deliberation proceeded upon the basis that Local 240 U.A.W.-C.I.O. was a new Union with which the Company had no experience except in the negotiating stage and therefore all its experiences with Local 200 U.A.W.-C.I.O. ought to be ignored in these proceedings. I was at first inclined to accept this view and if this were a Judicial or quasi

Judicial proceeding I still would. In view of the fact that it is neither, I am of the opinion that the Board ought to consider not only that experience on the part of the Company but also matters of common and public knowledge within the area.

9. This view presses itself all the more forcibly upon me because of the fact that Mr. George Burt, Regional Director of the U.A.W.-C.I.O. has interested himself actively in both Unions, and in these proceedings as well as in the proceedings now pending between Local 200 U.A.W.-C.I.O. and the Company.

10. After the personnel of this Board has been publicly announced it is reported in the Windsor *Star* of the 27th of March, 1945 that a special meeting of the Union and Non-Union Ford office workers was held at the Local's clubrooms at which Mr. Burt is reported to have said "We challenge the Company to go down the line on the report of the Board of Conciliation".

11. Almost immediately after the conclusion of the public sittings of the Board, conciliatory proceedings commenced between Local 200 U.A.W.-C.I.O. and the Company before Mr. Justice Richards in Windsor. These proceedings received prominent notice in the Windsor *Star* from time to time and involved many of the same points as are in issue in these proceedings.

12. In contrast with the challenge issued by the Union in these proceedings it is significant that after the conclusion of the Richards Commission The Windsor *Star* prominently reports that the Union (Local 200) held a mass meeting of over 8,000 members at which Mr. Burt announced that if the Union did not get what it wanted in the Richards report it would hold a strike vote. To me this smacks of intimidation.

13. It may be suggested that there is no connection since the Union in these proceedings agreed to adopt the report of the Board. I cannot adopt that view. The views of both my colleagues on many of the points in issue in these proceedings had been previously expressed publicly in reports of other Boards of Conciliation upon which they had acted as members. From these views so expressed under different circumstances it is understandable that the Union should issue the challenge it did in these proceedings.

14. It may be said that the two Locals will pursue independent courses of action and I have not overlooked paragraph seven of the majority report but I cannot resist the very

strong feeling that the actions of both locals are dominated by Mr. Burt. When considering the independence of action of this Union I cannot overlook two statements heard over the radio twice within the last forty-eight hours as I write this portion of my report when Mr. R. J. Thomas, President of U.A.W.-C.I.O. ordered (not recommended) 40,000 workers back to work in the City of Detroit. This is not particularly unusual for Detroit. I recall not long ago hearing announcements that another senior U.A.W.-C.I.O. official had ordered 33,000 men back to work. If they can be ordered to work they can be dominated in other respects and I have no doubt they are.

15. Since the elections which have recently been held, both Provincially and Federally, there have been increased demands by the various locals of the U.A.W.-C.I.O. calling upon both the Provincial and Federal Governments by legislation and regulation to compel employers to go much further in the way of collective bargaining than governments have heretofore thought it politic or necessary to require them to go and further than employers have themselves thought it necessary or desirable to go in the interests of harmonious relations. It would therefore seem quite obvious that the Union proposes to endeavour to advance its position by force of one kind or another. Political force if it can bring sufficient pressure upon the government concerned or economic force (which has become the polite expression to describe a strike) applied to the employer direct.

16. It may appear that I have devoted undue space and effort to developing the local background with some references to Detroit. It must be borne in mind however that many industries in this area are subsidiary to or affiliated with industries in Detroit. It must also be remembered that labour in this district is constantly surrounded by this atmosphere. It is impossible for me to detach myself from all these surrounding circumstances and I do not think I should attempt to do so because undoubtedly both parties to these proceedings have approached the conference table as fully conscious as I am of all the matters referred to if not more so. Future negotiations will also be similarly influenced.

17. There is one further element of a general nature which is not local in its character but which I believe is important to consider in approaching the problems before this Board. P.C. 1003 was promulgated under the provisions of the War Measures

Act Cap. 206, R.S.C. 1927 and it was "deemed necessary by reason of the war." While this Nation in common with its allies is still engaged in a war with a ruthless and far from beaten enemy, nevertheless we should take cognizance of the very different situation which exists to-day, since the defeat of Germany, from that prevailing at the time P.C. 1003 came into effect. This difference evident from the rapid and progressive relaxation of many Governmental controls since the war with Germany concluded. So much so that it has been publicly announced that the automobile industry in this country has been granted authority to manufacture 10,000 passenger automobiles during the remainder of this year. It has for some time been manufacturing civilian trucks in volume. Obviously this industry is now in the phase of transition to a peacetime industry. During the war with Germany the Company had one customer only, namely, the Government. If the Government desired a certain policy to be followed with respect to labour relations it mattered little to the Company what the result in cost amounted to because the Government as its only customer absorbed that cost.

18. Many Boards of Conciliation have been appointed under P.C. 1003 and many of the reports indicate anxiety to maintain production of war materials. It is interesting to observe also that many of the reports follow patterns and principles laid down by the National Labour Relations Board of the United States. A consideration of many orders of that Board discloses that resumption of production of essential war materials after serious work stoppages was an important consideration in the making of the orders.

19. The immediate and pressing necessity of war production being apparently somewhat removed I approach the problems before this Board somewhat differently than I would have a few months ago. Then it was a matter of high public policy to maintain war production. Now it is more nearly, though not entirely, a matter of private concern between the Company and its employees.

20. In this setting I approach the specific points upon which I differ from my colleagues as well as those upon which I may not differ but upon which I feel I should comment.

21. Union recognition

The majority report suggests that both parties should approach the recommendations of the Board without regarding any particular recommendation as a victory or defeat on that particular point. With this suggestion

I am in whole hearted accord. I have considered carefully clause (1) of both the Company's final draft agreement referred to in the majority report, and the Union draft as well as paragraph ten of the majority report and I am quite unable to see that any statement to the effect that the Company "recognizes the Union as the sole collective bargaining agency" serves any purpose except to permit the Union to say "we won our point on Union recognition". The fact is the Union has been certified by the Labour Court in the Supreme Court of Ontario. P.C. 1003 directs thereafter that the parties shall bargain in good faith. Those are the factors, and the only factors, which brought the parties to the conference table. It seems to me quite unnecessary, if not superfluous, to require or recommend that the Company admit or recognize anything beyond those simple facts which in my view are adequately recited in the Company's draft. In my opinion so far as the effectiveness of the agreement is concerned either from a practical or legal point of view, it makes no difference whether the agreement contains a recognition clause or not.

22. *Representation and Payment of Union Officials*

The payment or non payment by the Company of Union representatives for time absent from Company duties while engaged in authorized Union activities has given me considerable concern. During the hearing the Board inquired as to the practice in England and Sweden and we were subsequently advised by Mr. Wren that the practice is that the employer pays for such time. I have made further inquiries however and I find that the Union dues here are much higher, even in proportion to wages, than in the countries mentioned. If Local 240 stood entirely alone without support either financial, moral or economic from the U.A.W.-C.I.O. I would recommend payment by the Company. The U.A.W.-C.I.O. is however a strongly organized Union in this area and I think well able to afford the payment of its representatives in the bargaining units for time necessarily spent in Union activities.

23. During the hearing Mr. Wren was bitter in his denunciation of what he called the approach of the Company throughout its draft. As I understood his submission it was that the Company's draft was substantially a codification of permissions which the Company agreed to extend to the Union and its representatives. While I do not so regard the Company's draft I am not shocked if it could properly be so described. I am still old fashioned enough to think that the primary

reason an employer has for employing someone is that there are certain duties for that employee to perform and that within the law of the land and the terms of employment the employer has an absolute right to prescribe the working activities of the employee. If the employer is by agreement going to limit that general right with respect to all or some of its employees it seems only proper that it should be free from doubt as to the extent of that limitation. Uncertainty and disputes between labour and management as to the privileges, duties and discipline of Union representatives has in my opinion caused more disputes and work stoppages than any other single aspect of collective bargaining in this area, particularly in Detroit. We hear it broadcast over the radio nearly every morning and stoppages on this account have undoubtedly affected hundreds of thousands of men.

24. In this connection I have read the Union draft repeatedly and I am unable to find any point upon which the Union proposes to accept or assume any responsibility. It seems to me to be a recital of privileges to be granted to Union representatives at the expense of the Company and of limitations of the ordinary rights of an employer. Mr. Wren and his committee professed that their object in seeking a collective bargaining agreement is to promote harmonious relations with management. I think it was made quite clear by the representatives of the Company that the collective agreement between the Company and Local 200 U.A.W.-C.I.O. had no such effect but on the contrary had been a very expensive luxury from the standpoint of the Company. I am therefore of the opinion that the Company ought not to pay the Union representatives such as stewards or committeemen when they are absent from their Company duties or Union business and so recommend. I believe if the Union bears some share of the cost of carrying out the terms of the agreement and servicing grievances thereunder it is more likely to serve its professed objective, namely, industrial harmony.

25. I am in a little doubt about the language of the majority report in Paragraph 16 toward the bottom of page 7. I understand the intention is that apart from the time authorized for Union activities the Union representatives have regular Company duties to perform but within the time allowed for Union duties such representatives' activities ought not to be too circumscribed by the terms of the agreement. With this I would agree if the Company is not required to pay such representatives for time so employed.

26. Since a majority of the members of the Board are not in agreement with me with

respect to payment of Union officials I feel I should comment on that part of paragraph 47 of the majority report setting out a proposed draft clause dealing with payment of Union officers. The clause as set out in the proposed draft would seem to recommend payment for all time spent on Union activities away from regular Company duties. I feel sure it was the intention of the members of the Board joining in the majority report that payment should be limited to the maximum time allowance stipulated in the agreement.

27. *Grievances*

Clause 11 (a) of the Company's draft provides that no grievance shall be considered which usurps any function of management. The members of the Board joining in the majority report seemed to think this term vague and uncertain. I agree that it is difficult if not impossible of definition. The identical term is, however, used by the Wartime Labour Relations Board in a proposal put forward to the Company and Local 200 U.A.W.-C.I.O. which this Board was advised was accepted by both parties. A somewhat similar expression appears in the preamble to the constitution of the International Union U.A.W.-C.I.O. I asked Mr. Laskin to inquire whether in the opinion of the Union, the Company had ever unjustifiably resorted to this clause to refuse to deal with a grievance. I have been advised of no such case and in my opinion the clause has a well understood meaning between the parties and should lead to no abuse or confusion.

28. If the collective agreement contains such a reservation then I would recommend, that if grievance is properly defined, that the decision of the umpire be final and binding if the umpire is selected by agreement between the parties or failing such agreement by the Attorney General of the Province or some other accredited Government official from among the County Judges of Essex, Kent or Lambton Counties.

29. I am in slight disagreement with the recommendation of the majority report with respect to the payment by the Company of witnesses called before an umpire. If the umpire be chosen in accordance with the recommendation which I have made I would recommend that the payment or non payment of witnesses, called before the umpire, be left to the discretion of the umpire and that the umpire in exercising his discretion should certify for payment by the Company, the names of only such witnesses or participants as in his opinion were reasonably necessarily called as witnesses or participants for the proper disposition of the grievances before him.

30. *Seniority*

In dealing with the question of seniority I will touch only service personnel. The provision suggested by the Union proposes to place such an employee in a somewhat less favourable position than if he had not left the employment of the Company. I cannot feel that this is suitable recognition for a person who in almost every case volunteered to leave a position of security with good pay to place himself in a position of danger to serve his country. I have no doubt many of them actually gave their lives; others were wounded; many will carry the effects, although possibly not physically wounded, for years. I have no doubt that many of them if they had so desired could have received deferments from time to time because of the nature and importance of their work in the war effort.

31. It was urged on behalf of the Union that many people either through age, infirmity or for some other reason found it impossible to so serve their country and that to grant seniority to those who served overseas beyond the actual time so served would result in placing those who could not go at a disadvantage. I fully agree that this is the effect but I am also strongly of the opinion that it is a recognition which ought to be granted. In my view the submission of the Union does not go far enough in recognition of overseas service. On the other hand I do not think that the proposal of the Company takes into consideration to a sufficient degree the varying lengths of service and I accordingly recommend something that was not submitted by either party to the Board.

32. In my view such personnel ought to be divided into two groups. The one group having not less than 18 months' service with the Company prior to being attested for overseas service or despatched pursuant to P.C. 8891 or entering service in the Merchant Marine on any vessel under the registry of any of the United Nations during the war. The other group would consist of those with less than 18 months' service with the Company, prior to the periods before mentioned. With respect to the first group the employees' seniority should be an aggregate of the time of employment with the Company plus one and one-half times the time between the periods above mentioned and honourable discharge provided that such seniority so accumulated does not antedate the 10th of September, 1939, and if it does antedate the 10th of September, 1939, then that date shall be the date of seniority. Seniority of employees who became employed by the Company prior to September, 1939, shall date from the date of their original employment.

33. With respect to those who had less than 18 months' service with the Company prior to entering service, as above defined, I would recommend that seniority date from the date of original employment by the Company and with respect to such service personnel who have never been employed by the Company, I recommend that seniority be from the date of entering service as above defined.

34. There is a further point which was not mentioned by either party before the Board and was not considered by the members of the Board in conferences, prior to and during the consideration of the majority report. The drafts submitted by both the Company and the Union provide that to entitle a returned man to re-instatement or re-employment with the Company, he must make application within 90 days of his discharge. In view of the threat before referred to by Local 200 U.A.W.-C.I.O. to go on strike, if it is not satisfied with the report of Mr. Justice Richards, in which event such a strike would undoubtedly spread to the office, I have been concerned as to the position in which such an employee would find himself if the 90 days within which he has to make application for re-employment or reinstatement should expire during a period when the plant is struck. An extended strike could have the practical result of depriving such service personnel of their right to re-employment or re-instatement. It might be said that under such circumstances application for re-employment or re-instatement could be made in writing by mail. This is true but I think impractical. I think the practical result would be that such personnel would undoubtedly find a picket line which would discourage him from going near the employment office or any other office of the Company. I also think that most

service personnel on their return to this country and upon discharge will fairly well take advantage of their full ninety day period before seeking re-employment. It will undoubtedly be necessary for them to do so to re-acustom themselves to civilian life before they would be suitable to undertake steady employment. Many of such personnel are just now returning home so that they might very readily be deprived of all the rights to re-employment and seniority by a strike or lock-out at the plant or at the office. Accordingly I would recommend that at all times during which a strike or lockout is in progress or a partial or complete stoppage of work or the period during which any picket line exists on or near the Company premises, should be excluded in calculating the 90 days between discharge and application for re-employment or re-instatement.

35. I find on reviewing what I have already written that I have omitted to deal with the qualification of a steward or a committeeman. The members joining in the majority report did not see fit to recommend that such a person should reside in Canada and be either a British subject or a citizen of the United States of America. From my knowledge of collective bargaining in this area and from my familiarity with various contracts now in existence, I feel confident in saying that such a provision is almost universal in this area, I think it a serious and proper one and so recommend.

All of which is respectfully submitted.

Dated at Windsor, Ontario, this third day of July, 1945.

(Sgd.) S. L. SPRINGSTEEN,
Member of the Board.

Report of Board in Dispute between the Imperial Optical Company, Toronto, Ont., and Local 514, United Electrical, Radio and Machine Workers of America

On July 9 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between the Imperial Optical Company, Toronto, Ont., and Local 514, United Electrical, Radio and Machine Workers of America.

The personnel of the Board was as follows: Dr. Alexander Brady, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board; Messrs. Macaulay Dillon and I. Himel, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

40403—8

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003 and Imperial Optical Company, Toronto, and Local 514, United Electrical, Radio and Machine Workers of America.

THE HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR,
OTTAWA, ONTARIO.

This Board of Conciliation appointed by you to investigate this dispute first met the parties to hear evidence on the 14th of May, 1945. The Company was then represented by Messrs. Sidney Hermant, F. White and J. C. Adams, K.C., and the Union by Ross Russell,

J. Beattie, F. Kremer, Donald Bain and Marie Alter. Subsequent meetings of the Board were held with the parties represented on the 18th and 19th of May and the 27th and 29th of June. The Board directed the parties to carry on negotiations in the intervals between meetings.

At the outset there were some ten matters evidently in dispute between the two parties and these may be listed thus:—

1. Union Security.
2. Grievance procedure in part.
3. Seniority in event of lay-off.
4. Labour-Management production committee.
5. Safety and health committee.
6. Question of reduction of hours in preference to layoff of employees.
7. Maintenance of existing privileges in the shop.
8. Title of agreement.
9. Status of probationary employees.
10. Certain job classifications, wage rates and related matters which do not come within the jurisdiction of the present Conciliation Board.

As a consequence of discussions with the Board and direct negotiation between the parties, agreement was reached on all points except the matter of Union security. This agreement, however, was subject to the reservation by the Union that the collective agreement finally contain clauses providing for maintenance of membership and voluntary check-off and to the reservation by the Company that nothing be inserted in the agreement under either of these headings.

However, at the final hearing on June 29, it was discovered that there was a further difference between the parties, not referred to above, namely, as to whether the agreement should be signed forthwith, as the Union desired, or following the final disposition of wage submissions which the Union had already made to the Regional War Labour Board. It appeared that hitherto there had been no real negotiations with respect to wages. This, to say the least, was unfortunate.

RECOMMENDATIONS

1. The Board recommends that the parties revise their reservations on Union security referred to above and that the Union withdraw its request for maintenance of membership and that, on the other hand, the Company include in the agreement the following

clause, taken from Clause (b) of Paragraph 3 of the Union's first draft:

Upon written authority from an employee member the Company shall deduct the current monthly dues to the amount of \$1.00 and/or initiation fee of \$2.00 and shall, together with a detailed list of such collections, remit same to the Financial Secretary or other designated Union official before the 15th of each month.

This recommendation is a reasonable compromise to ask the parties to accept and in particular would reflect the earnest desire of both parties to reach a working agreement.

2. On the final matter in dispute, namely, the date upon which the agreement should be signed, the Board believes that here again a reasonable compromise between the two opposing positions and the one best designed to establish satisfactory relations between the parties contained in the following recommendation:—

That the parties proceed forthwith to negotiate wage rates in an effort to reach an agreement upon which a joint submission to the Regional War Labour Board could be made. But, irrespective of the result of these negotiations, the agreement should be signed by the parties not later than the 1st August, 1945. It is, of course, hoped that the negotiations on wage rates will be finally completed by August 1st, 1945. If the wage negotiations do not result in agreement, then the collective bargaining agreement to be signed on or before the last mentioned date should contain a provision that upon the ultimate determination of the wage rates by the proper tribunal, the Union and the Company would undertake to make no further applications in respect to wage rates during the currency of the agreement.

The Board was impressed by the fact that both parties made conscientious efforts to resolve their differences since the first meeting of the Board, whatever may have been their respective attitudes before. It is confident that the signing of an agreement on the lines suggested above, granted the presence of goodwill on both sides, will ensure a satisfactory relationship between the parties.

All of which is respectfully submitted.

Dated at Toronto, this 5th day of July, 1945.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) IRVING HIRNEL,
Board Member.

(Sgd.) E. MACAULEY DILLON,
Board Member.

Report of Board in Dispute between the H. Krug Furniture Company, Limited, Kitchener, Ont., and Local No. 8, Canadian Aircraft Workers Association

On July 14 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between the H. Krug Furniture Co., Limited, Kitchener, Ont., and Local No. 8, Canadian Aircraft Workers Association.

The personnel of the Board was as follows: Hon. Mr. Justice W. D. Roach, Chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. A. W. Boos and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of The Wartime Labour Relations Regulations, P.C. 1003 and of a dispute between H. Krug Furniture Company, Limited, Kitchener, Ontario, (Employer) and Local No. 8, Canadian Aircraft Workers Association, (Employees).

TO THE HONOURABLE
THE MINISTER OF LABOUR,
Ottawa, Ont.

The undersigned Chairman and Members of the Board of Conciliation established in this matter pursuant to the provisions of section 13 (1) of the Wartime Labour Relations Regulations P.C. 1003, beg to report as follows:—

The Company owns and operates a plant at the City of Kitchener in which it manufactures office furniture and various types of special contract and household furniture. It has on its pay roll at the present time 130 employees of whom 110 are within the bargaining unit to be affected by any collective bargaining agreement.

The Local Union was chartered by the C.A.W.A. in August, 1944 and was certified as the collective bargaining agent of the Company's employees, not including the office staff, by the Ontario Labour Relations Board on November 29, 1944. Prior to the establishment of this Board the Company and the Union for a period of many weeks attempted to consummate a collective bargaining agreement. They were able to agree upon many of the provisions to be contained in such agreement and were unable to agree on others. This resulted in the establishment of this Board.

The Board met with the parties at the City of Toronto on June 22. The Company was represented by Mr. H. J. Krug, Vice-President, and Mr. J. K. Sims, its solicitor.

The Union was represented by Mr. Donald Rawlins, Manager and International President of the Union, Mr. H. J. Danberger, an employee of the Company and president of the Local Union, and Mr. J. J. Boegel, an employee of the Company and a member of the negotiating committee.

When the Board first met with the parties the matters in dispute were as follows:—

Item 1: Union Security

Item 2: Periods of wage payments.

Item 3: Transfers from one department to another.

Item 4: Rest periods.

Item 5: Overtime rates for maintenance workers.

During and as a result of the Board's discussions with the Parties agreement was reached by them as to Items 2 and 4. As to Item 5, the Board pointed out to the parties that the matter of wage rates was beyond the jurisdiction of this Board. The parties recognized that fact and therefore this Board makes no recommendation.

The Union sought to have the agreement provide for a union shop and check-off. The Company refused to accede to this request. There has not previously been any collective bargaining agreement between the Company and its employees and, notwithstanding that fact, the relations between the Company and its employees have always been most harmonious. The Company has apparently always treated its employees fairly and the employees have reciprocated by giving to the Company a high degree of loyalty and co-operation in its undertaking. This condition having happily obtained over many years the Company has acquired an attitude of paternalism towards its employees. The Company might well be described as a family company. The business was founded by the late Hartman Krug in 1886 and since his death in 1933 has been carried on by his sons. No outside capital has ever been engaged in the operations of this Company. The number of employees on the Company's payroll has never been too large to prevent the executives of the Company becoming reasonably intimate with each employee and this association and degree of intimacy has not infrequently led to employees discussing with members of the executive personal problems outside the ordinary matters that an employee usually discusses with his employer. It is understandable that the executives of the Company do not look with favour

on the interjection of the Union into that relationship. They regard it as reflecting adversely on the attitude which the Company had constantly maintained towards its employees and as not essential for the continuance of the good employer-employee relations that had theretofore existed. Not only do the executives of the Company think that the presence of the Union in its plant is not essential to a continuance of that good relationship, but they are not convinced that many of the employees really wanted the Union, despite the fact that they have joined it. It is not surprising that under these circumstances the Company should be adamant in resisting the demand of the Union for what has come to be known as union security. This Board was unanimous in stating to the Union that in asking for a union shop it was seeking a form of union security to which it was not presently entitled; that before asking much in the form of union security it should first demonstrate to the Company that it is an agency for good in the field of employer-employee relations in this particular plant. The common-sense of this view was recognized by the Union and at the meeting of this Board with the parties the Union agreed to forego its demand for union shop and accept in lieu thereof a provision for voluntary check-off irrevocable during the term of the agreement. At the conclusion of the Board's meeting with the parties the Company requested time to consider that alternative suggestion. It has now advised the Board that it is unable to agree to it. The Board, therefore, recommends that in the particular circumstances here existing the Company should accept that alternative with this modification, namely, that any employee who may authorize in writing a check-off of his union dues by the Company should be at liberty to revoke it at any time within the last thirty days of the term of the agreement.

RE ITEM 3, TRANSFER FROM ONE DEPARTMENT TO ANOTHER:

The Company and the Union have each agreed to the inclusion of the following provi-

sion in the proposed collective bargaining agreement:—

"In considering applications by employees for transfer from one department to another the Company will endeavour to act reasonably and fairly in all the circumstances before giving its decision."

The Company demanded that the following sentence be added thereto:—

"Seniority being by departments applications by employees for transfers shall not be subject to the grievances procedure."

It will be noted that this provision deals with applications for transfers by employees,—not a transfer at the instigation of the Company. There may be occasions upon which an employee for reasons of ill health, or some such other reason, might request the Company to transfer him from one department to another, but the Company, in its opinion, acting reasonably and fairly, might be unwilling to grant that request. The employee might consider such refusal to be unreasonable but, even so, this Board recognizes that it is the prerogative of the Company to decide such questions without its decision being subject to review under any form of grievance procedure. It is purely a question of management and in the opinion of this Board the decision should be left to the uncontrolled discretion of the Company. The Company's proposal is reasonable and the Board recommends that the Union accept it.

The Board desires to record its appreciation of the assistance and co-operation given to it by the representatives of the parties.

All of which is respectfully submitted.

Dated this 13th day of July, 1945.

W. D. ROACH,
Chairman.

A. W. BOOS,
Member.

BORA LASKIN,
Member.

Report of Board in Dispute between Motor Products Corporation, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local No. 195

On July 10 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between Motor Products Corporation, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 195.

The personnel of the Board was as follows: His Honour Judge Harold E. Fuller, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board; Messrs. W. Gordon Thomson and Bora Laskin, appointed on the

nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the Matter of the Wartime Labour Relations Regulations, P.C. 1003, as amended, and in the matter of Motor Products Corporation, Windsor, Ontario, and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

TO: HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR OF CANADA,
OTTAWA, ONTARIO.

Sir: The Board of Conciliation appointed by you in the above matter begs to report as follows:—

The Board sat at Windsor and at Toronto to hear representatives of the parties, and met at Toronto and at Welland for its own deliberations. As the result of an interim memorandum to the parties, it was able to conciliate their differences on all but one of the points in dispute, as hereinafter set forth. At the hearings before the Board, the Company was represented by Mr. G. P. Dickson, counsel; John Reeves, personnel director; P. W. Edmunds, comptroller; and William Reevely, superintendent; and the Union was represented by Drummond Wren, international representative; G. R. Foley, international representative; W. Kerr, chairman of the negotiating committee; and J. Graham, secretary of the negotiating committee.

Written and oral submissions were made on behalf of the parties on the matters in dispute between them which arose during negotiations for the renewal of a collective agreement dated April 24, 1942. While these negotiations were fruitful in results, issues arose on which the parties were unable to reconcile their differences. These issues stemmed from proposed changes in the collective agreement which were suggested both by the Company and by the Union. Thus, the Company desired a reduction in the number of union stewards and wished to add certain clauses dealing with seniority in relation to transfers of employees from one department to another, and with the employment of non-production personnel on production work. The Union proposed changes in the termination clause of the collective agreement, in the grievance procedure, especially as it related to final arbitration, and in the recognition clause. In this last connection, it sought the inclusion of a provision for union shop and check-off.

The Company employs presently about 265 employees who are eligible for membership in

the Union, and the Union claims that all but five or six of these are members in good standing. This the Company disputes but its counsel stated that it was willing to admit that a bare majority of such eligible employees were members of the Union. Collective relations between the parties were not the outcome of certification proceedings under collective bargaining legislation but followed upon a supervised representation vote early in 1942 by which the Union established a claim to bargain collectively with the Company on behalf of employees. The Company pointed out during the Board's hearings that its peacetime employment force was larger than its present one, and that it expected to employ from 375 to 400 persons following the conclusion of the war.

Some of the matters in dispute were settled to the mutual satisfaction of the parties at the initial Board hearing and all others, save the issue of recognition involving union shop and check-off, were made the subject of a memorandum which the Board addressed to the parties with a view to facilitating an agreement upon such matters. At a subsequent hearing the parties submitted a joint statement indicating that they had arrived at a settlement on all the items which were the subject of the Board's memorandum, this settlement being subject only to the approval of the members of the Union which approval the Union representatives would seek to procure. It developed at this hearing that the Union did not understand that in withdrawing its requested amendments to the grievance procedure (this being one of the terms of the settlement) it was abandoning its claim to have final arbitration of all grievances. It believed that it was merely abandoning its proposal for shortening the steps in the procedure prior to arbitration. The Company had agreed to final and binding arbitration of disputes concerning the interpretation or violation of the collective agreement, in accordance with the mandatory provisions of P.C. 1003, as amended, but it had clearly indicated that it was not prepared to go any further. Counsel for the Company stated that in acquiescing in the joint statement of the terms of settlement he had acted in the belief that all disputed matters connected with grievance procedure had been settled by the Union's abandonment of its proposed amendments.

The Board is of the opinion that while the Union's misunderstanding was unfortunate, yet, since the joint statement of settlement was the outcome of the Board's attempt to reconcile the parties on all points in dispute, save that of recognition involving union shop and check-off, the Union should accept the statement as binding it not to ask for final arbi-

tration of disputes other than those concerning the interpretation or violation of the collective agreement. A copy of the statement of settlement is attached hereto for purposes of record.

It remains to consider the composite issue of recognition involving union shop and check-off, upon which the parties were unable to reach common ground. The agreement of April 24, 1942, contained a provision by which the Company recognized the Union as the exclusive collective bargaining agency for those of its employees who were members of the Union in good standing. The Union seeks to extend this provision and to add other terms to the renewal agreement which would give it "union security". The Board had the benefit of full argument and discussion in which representatives of the parties set forth their respective views on "union security" and particularly on the claim of the Union in this case to have a union shop and check-off. The Company questioned the jurisdiction of the Board under P.C. 1003, as amended, to make recommendations on "union security" clauses. This objection to jurisdiction has been raised before other Boards of Conciliation, some of which did and some of which did not see fit to enter into an assessment of its merits. This Board is of the opinion that because it has powers of recommendation only, it should leave the jurisdictional issue for disposition by some other forum or authority and should make its proposals for settlement of the dispute in accordance with the sworn undertakings of its members and in pursuance of the obligations to that end imposed upon it by s. 13(2) of P.C. 1003, as amended.

With this in view, and upon a consideration of the facts and arguments adduced before it, the Board recommends:

- (1) The inclusion in the renewal collective agreement between the parties of the following clause:

The Company will negotiate at all times necessary in the manner provided herein, with the chosen accredited representatives of the Union for the purpose of determining any disputes which may now exist or which may arise as to wage, hours, working conditions, or any other question affecting employees.

- (2) The inclusion in the renewal collective agreement between the parties of a provision for maintenance of membership by those employees who are or who become members of the Union; and
- (3) The inclusion in the renewal collective agreement between the parties of provisions for the deduction of union dues monthly from the pay of all employees who so signify in writing, and for the remission of the sums so deducted to the secretary-treasurer of the Union.

The Board is desirous of recording its appreciation of the assistance and co-operation of the representatives of the parties who thereby facilitated the Board's work.

Dated at Toronto this twenty-fifth day of June, 1945.

Sgd. HAROLD E. FULLER,
Chairman.

Sgd. BORA LASKIN,
Member.

Minority Report

In the matter of The Wartime Labour Regulations P.C. 1003, as amended and in the matter of Motor Products Corporation and Local 195 United Automobile Aircraft and Agricultural Implement Workers of America (UAW-CIO)

To: The Honourable HUMPHREY MITCHELL,
MINISTER OF LABOUR,
Ottawa, Ontario.

I have had an opportunity of reading the majority report and am pleased to concur in the first part of the report namely that part dealing with the matters upon which the board was able to effect an agreement between the parties, and the recommendation that the union should accept the statement of settlement as binding which part of the report concludes with the attachment to the report of a copy of the statement of settlement between the parties.

With respect to the two matters relating to so-called "union security" proposals, namely "maintenance of membership" and "check-off" my colleagues and I were unable to agree.

Counsel for the employer submitted that proposals for the inclusion of clauses with respect to these two matters do not come within the provisions of P.C. 1003 and in particular section 2 (1) (d) thereof, and brought to the attention of the board the differences in the wording of the relevant provisions of The Industrial Disputes Investigation Act. The board's attention was also directed to the provisions of sections 9 and 19 of P.C. 1003. This matter of jurisdiction was discussed at length by Senator J. J. Bench, K.C., in his report as a member of the board in a recent conciliation hearing between Upper Canada Mines Limited and Local 240 Kirkland Lake Mines and Mill Workers Union, reported in the March 1945 issue of the LABOUR GAZETTE. In my view the words "working conditions" do not include or extend to matters of "maintenance of membership" or "check-off". Moreover, provisions in a collective agreement with respect to such matters would in my opinion be inconsistent with the wording and meaning of said sections 9 and 19.

Apart from the question of jurisdiction, various arguments for and against "maintenance of membership" and "check-off" have been set forth in the reports of various boards of conciliation. Motor Products Corporation is said to have a normal peace-time pay roll of about 375 to 400 employees in the unit but unlike most other businesses it has had a lesser number of employees during recent war years, the number being approximately 265. There are 106 employees now in the armed forces while of the employees presently working in the unit slightly more than 50 per cent have been employed since the outbreak of the war. The employer expects that in peace-time, employment will be resumed at the former level so that the composition of the plant will likely change materially in the near future.

The board was informed by counsel for the employer that in the automotive plants in the Windsor Area collective agreements do not contain provisions for "maintenance of membership" or "check-off".

The union and the employer agree that the union has a membership consisting of a majority of the employees in the unit. The union further contends that its membership has increased so that it consists of practically all of the employees of the unit. This the employer disputes. Representatives of the

union stated to the board that they did not anticipate difficulty in maintaining membership under the existing collective agreement but suggested that the union might have to be "militant". Regarding "check-off", in my view the collection of union dues is a financial transaction within the union itself rather than a matter between the union and the employer. I feel that where the parties as in this case differ so strongly on the principles involved in these two union requests, a board whose function is to conciliate would not advance the interests of either the employees or employer if it endeavoured to force views (even indirectly) on either party.

Both the employer and the union joined in stating that the existing collective agreement has worked quite well, and both have made concessions thereby arriving at a number of mutually acceptable amendments. Under all the circumstances it may be that the union will see fit to withdraw its request for "maintenance of membership" and "check-off" provisions.

All of which is respectfully submitted.

Dated at Windsor, Ontario, this 6th day of July, 1945.

(Sgd.) W. G. THOMSON,
Member of the Board.

Report of Board in Dispute between the St. Clair Processing Company, Sarnia, Ont., and United Gas, Coke and Chemical Workers

On July 25, the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between St. Clair Processing Company, Sarnia, Ont. and United Gas, Coke and Chemical Workers.

The personnel of the Board was as follows: Hon. Mr. Justice F. H. Barlow, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. R. A. Carscallen and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of The Wartime Labour Relations Regulations, P.C. 1003, as amended, and in the matter of a dispute between St. Clair Processing Company, Sarnia, Ont., and United Gas, Coke and Chemical Workers.

To the Honourable HUMPHREY MITCHELL,
MINISTER OF LABOUR,
Ottawa, Ont.

Sir:

The Board of Conciliation appointed by you in the above matter begs to report as follows:

The Board sat at Sarnia to hear the submissions of the parties, and at Toronto to formulate its recommendations. At the Sarnia hearing the Union was represented by F. Joyce and T. McLean, International representatives, by R. Miller, Chairman of the local Union, and by A. Breayau, C. Shaver, E. Wilbert and D. Lwa, members of the Union Negotiating Committee. The Company was represented by F. C. Lantz, Manager, A. P. Mechin, Secretary-Treasurer, and by J. J. Robinette K.C., counsel.

The dispute between the parties arose during the negotiation of a first collective agreement between them, following the certification of the Union by the Ontario Labour Relations Board on January 24, 1945. The certification followed upon a vote in which the Union obtained the support of about sixty-four per cent of the eligible voters, and of some seventy-five per cent of those who voted. The Union gave no indication at the hearing of the number of employees in the bargaining unit who were members in good standing. About 900 employees of the Company are included in the bargaining unit specified by the certification order. The Company is one of three privately-owned corporations, which together operate Polymer Corporation, the Government-

owned synthetic rubber enterprise situated in Sarnia. The other two Companies, Dow Chemical of Canada Ltd. and Canadian Synthetic Rubber Ltd., have each entered into a collective agreement with Unions. The Dow Company's agreement is with Local 12901, District 50, United Mine Workers of America. It was entered into on April 17, 1945, and covers about 60 employees. The Canadian Synthetic Company's agreement is with the International Chemical Workers Union, affiliated with the American Federation of Labor. It was entered into on April 10, 1945, and covers about 200 employees. While the parties to the dispute before this Board overshadow the other Companies and Unions in respect of the size of the bargaining unit, it is a fact that there are three different Companies having collective bargaining relations with three different Unions, and committed to the operation of a continuous processing undertaking which has come into being since the outbreak of the present war.

The negotiations between the parties for a collective agreement seem to have been fruitful, because through their own efforts, and with the assistance of a conciliation officer a draft agreement was completed, with only one minor item outstanding, namely, the method of selecting the Chairman of the Arbitration Board, for which provision was made in connection with the final settlement of disputes and grievances. It is the Union's submission that while the draft agreement was agreed upon between the respective representatives of the parties, it was subject to ratification by the parties themselves. It is because the Union membership turned down the draft agreement that this Board was called on to function.

At the hearing before this Board the Company was content to stand by the draft agreement aforementioned, with the result that the recommendations which this Board makes stem from demands for changes sought by the Union. These demands, the Company's reactions to them, and the Board's recommendations with respect to them, are listed in order as follows:

1. UNION SECURITY

The Union seeks a union shop and check-off.

In the Board's opinion, it has not made out a case for this substantial form of security. The Company is agreeable to a form of voluntary check-off. The Board is of opinion that a clause should be included in the agreement providing for a check-off of Union dues, upon voluntary authorizations therefor by the respective employees, which authorizations may be stated to be irrevocable for the duration of the agreement.

2. SERVICE QUALIFICATION OF STEWARDS AND COMMITTEEMEN

The Union asks that the service qualification period of stewards and committeemen shall be three months, while the Company insists that such persons should have at least six months' service in the section of the plant which they are to represent. The Company contends that no section would be deprived of representation under a six-month qualification period, and, on this assumption, the Board recommends that the parties adopt the six-month period as an initial experiment, subject to the modification that this period may be six months of service with the Company generally, and not necessarily in a particular section.

3. CONSTITUTION OF ARBITRATION BOARD

The Union wishes that arbitration should be by a single arbitrator to be chosen by the Ontario Labour Relations Board, if the parties cannot agree on who he should be. The Company desires a three-man Board, with the Chairman to be a member of the judiciary of the Province of Ontario, chosen by the Dominion Minister of Labour, if the parties' nominees to the Board cannot agree on a Chairman. This Board is of opinion that a one-man arbitration tribunal would be more expeditious and probably less expensive; and it recommends this to the parties. On the question of the selection of the arbitrator, this Board recommends that the agreement contain a clause that if the parties cannot agree upon an arbitrator, a Judge of the Supreme Court of Ontario, if available, should be selected by the Dominion Minister of Labour to act as arbitrator.

4. MANAGEMENT RIGHTS

The Union seeks the inclusion in the collective agreement of a provision, in connection with the management's acknowledged right to establish plant rules and regulations, that such rules and regulations should not be inconsistent with the terms of the collective agreement. The Company agreed to this request at the hearing, so that it is settled accordingly.

5. PRIOR CONSULTATION IN CASE OF DISCIPLINE, DISCHARGE, ETC.

The Union seeks the inclusion of a clause which would require management, before exercising its rights of discipline, discharge, etc., to consult with the Union. While there is nothing to prevent the Company from doing this as a matter of practice, and while the Company may well consider it wise so to

do, where feasible, this Board does not feel justified in recommending, in the circumstances of this case, the inclusion of a provision in the agreement such as the Union seeks.

6. INDIVIDUAL PRESENTATION OF GRIEVANCES

The Union wishes to have all grievances presented through its stewards and carried through all stages of the grievance procedure by its officials. The Company insists on the retention of a clause set out in the draft agreement aforementioned, which reads as follows:

"Nothing in this grievance procedure shall be deemed to take away the individual right of any employee to present any of his personal grievances to the Company."

Further, the Company considers that this clause covers any employment grievance.

The issues raised by the respective positions of the Union and the Company have been fully dealt with by Boards of Conciliation established to deal with disputes affecting employees of the Steel Company of Canada in both its Hamilton and Canada works. (*See LABOUR GAZETTE*, 1945, p. 55 at p. 59 following; *LABOUR GAZETTE*, 1945, p. 488). This Board adopts the solution reached in those cases, which involves recognition of the Union's right to be present at and to follow through the hearing and disposition of grievances, with the addition of a provision reading as follows;

"Nothing herein shall prevent an individual employee from presenting and discussing his grievance directly with the Company at any stage, but this shall be in addition to and not in substitution for the procedure for the adjustment of disputes in this agreement."

7. TIME LIMIT FOR FOREMAN'S DECISION

The Union contends that a foreman with whom a grievance is lodged, should be required to give his decision within twenty-four hours; the Company says forty-eight hours would be more appropriate. The difference is hardly of major import, but since there has been no experience in this plant, of which the Board is aware, on which to base any judgment, the Board is of opinion that the forty-eight hour period should be given a trial.

8. ACCESS OF UNION CHAIRMAN TO PLANT

The Union wishes to have provision made for access to the plant by the Union Chairman, should his services be required in his off-shift periods. The Company stated at the hearing that it was satisfied with such a provision, if its operation was conditioned on the securing of the permission of management. This was acceptable to the Union and the matter was settled accordingly.

9. "NO STRIKE OR LOCK-OUT" CLAUSE

The Union wished to modify the "no strike or lock-out" clause which was in the draft agreement aforementioned, by making the "no strike or lock-out" pledge operative only until the grievance procedure is exhausted. Since all disputes between the Company and the Union are to be subject to final arbitration, and, in view of the provisions of P.C. 1003 as to strikes and lock-outs, the Board is of opinion that the "no strike or lock-out" clause should remain as in the draft agreement.

10. SENIORITY FOR VETERANS NOT PREVIOUSLY EMPLOYED

The Union submitted a draft clause for inclusion in the collective agreement, under which ex-service men who have not previously been employed by the Company, would, upon employment and after serving the probationary period, receive seniority credit, retroactive to the date of the certification of the Union, namely January 24, 1945. The Company's position in this respect was simply that it preferred to rest on the Re-instatement in Civil Employment Act and regulations thereunder. The Board is of opinion that the ramifications of the Union's proposal, and in fact of any proposal designed to complicate the application of the seniority provisions of a collective agreement, are such as to make it undesirable, at least in the circumstances of this case, to put into effect what the Union proposes.

11. RIGHT TO VACATION PAY AFTER LEAVING COMPANY'S SERVICE

The Union requested the inclusion of a provision in the collective agreement which would provide that an employee who leaves the Company's service after qualifying for vacation pay, but before receiving it, should be paid the amount due to him in this respect. The Company agreed, at the hearing, that it would work out a clause in this matter with the Union, so that the Board takes it that the matter is settled in principle, and that the parties will work out the details between them.

12. APPLICATION OF SENIORITY PROVISIONS

The clause in the draft agreement aforementioned which dealt with promotions provided that "preference shall be given to those employees having longest plant service, provided that the employees in question are, in the opinion of the Company, relatively equal in ability." The Union wishes the deletion of the words "in the opinion of the Company" on the ground, apparently, that their inclu-

sion would prevent the lodging of any grievance by an employee who had a complaint in connection with the application of this clause. The Union, moreover, wants seniority alone to be the governing factor in connection with promotions, and suggests that it be left to the individual employee to refuse a promotion if he feels he is not fit for a position to which his seniority would entitle him.

This Board is of opinion that since it is for the Company to exercise its judgment in the first place, in determining the relative ability of employees contending for a promotion, it is desirable that the words "in the opinion of the Company" be deleted, so as to ensure that the grievance procedure would be available for the settlement of any dispute which might arise in the application of the promotion clause. The Board does not recommend any other change in the clause.

13. PROBATIONARY EMPLOYMENT

The Union suggests the inclusion of a clause under which an employee shall be deemed to have served his probationary period if he has completed three months service in a twelve-month period. The Company's position is that an employee shall be considered probationary for the first three months continuous service. Apparently the Union is concerned that an employee may be engaged intermittently in such a fashion that he may be unable to satisfy the probationary qualification, and would thus never be put on the seniority list. The Company stated, at the hearing, that there was no such thing in its service as intermittent work, and on this basis the Board feels that the Company's proposal on this matter should be accepted.

14. ACCUMULATION OF SENIORITY DURING LEAVE

The draft agreement aforementioned contains a provision under which an employee absent from work with leave for more than thirty days, accumulates seniority for thirty days, but does not accumulate seniority thereafter unless, in the opinion of the Company, an exception should be made. The Union's position is that seniority should accumulate during the whole period of leave. The Board

is of opinion that the Union's contention has merit, and it therefore recommends the inclusion of a clause in the collective agreement which would provide that an employee absent from work with leave will accumulate seniority during the period of such leave, but will not accumulate seniority after the expiration of the period of leave.

15. PREFERENTIAL SENIORITY FOR COMMITTEEMEN

The Union submitted to the Board a draft clause that committeemen will head the seniority lists in their respective jurisdiction during their term of office. This Board appreciates the desire of the Union to see that experienced officers are continuously available to service employees' grievances, and otherwise to assist in the administration of the collective agreement. As the Board understands it, the Union seeks preferential seniority for committeemen only with respect to lay-offs. On this basis the Board recommends that the parties include in their collective agreement a provision that committeemen be given preferential seniority according to the following formula: if, at the date of the execution of this agreement the number of employees in any section is less than 75, the committeeman for the section shall be entitled to preferential seniority until the number of employees in the section is reduced to 15 or less. If the number of employees in any section is, at the date of the execution of the agreement, more than 75, the committeeman in the section shall be entitled to preferential seniority until the number of such employees is reduced to 25 or less.

The Board desires to record its appreciation of the assistance which it obtained from the representatives of the parties who appeared before it. All of which is respectfully submitted.

Dated at Toronto this 23rd day of July, 1945.

(Sgd.) F. H. BARLOW,
Chairman.

(Sgd.) BORA LASKIN,
Member.

(Sgd.) R. A. CARSCALLEN,
Member.

Report of Board in Dispute between the Dominion Button Company, Kitchener, Ont., and National Union of Textile Workers

On July 14 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between the Dominion Button Company, Kitchener, Ont., and National Union of Textile Workers.

The personnel of the Board was as follows: His Honour Judge Ian Macdonell, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Lawrence

Sefton and A. W. Boos, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and re Dominion Button Company, Kitchener, Ont., and National Union of Textile Workers.

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation appointed by you to deal with the above dispute has completed its sittings, and now submits its report. At all sittings the Union was represented by Mr. Arthur Williams, Secretary-Treasurer of the National Union, accompanied by Mr. Gus Miller, President of the Local; Mr. J. K. Sims attended as Counsel for the Company, and the Company was represented at the hearings by Mr. M. C. Gross, President; Mr. A. C. Gross, Secretary-Treasurer; and Mr. M. C. Brubaker, a Director of the Company.

The Board is grateful to those representatives of the parties who came from out of town so that it was possible to hold all sittings in Toronto.

All clauses of the Collective Bargaining Agreement have been settled with the exception of those dealing with:

- (1) Hours of Work;
- (2) Maintenance of Membership;
- (3) Check-off.

With regard to (1), the Board is unanimously of the opinion that this matter is governed by the Wages Order as administered by the War Labour Boards and by the Ontario Hours of Work and Vacations with Pay Act. The Board therefore feels that it would be unwise for it to make any recommendation affecting this matter.

The Union commenced organization of button plants in the Kitchener area in the year 1940. In 1941 a strike took place on the issue of wages and Union recognition and involved three plants. The strike, insofar as Dominion Button Manufacturers Limited was concerned was of brief duration and was settled through the intervention of the Ontario Department of Labour when certain wage adjustments were made. There was, however, no recognition of the Union involved in the settlement. The Union continued its organizational activities in the Kitchener area resulting in the certification of the Union as bargaining representatives for certain employees of the

Company by the Ontario Labour Relations Board in December, 1944. It is clear that at that time only a very few members of the Union were paid up members, the great majority having signed membership cards without having paid an initiation fee or any dues. It was also clearly established that those who had not paid an initiation fee or dues only intended to do so on the consummation of a collective Agreement. It also appears, however, since certification and while negotiations toward the consummation of a collective Agreement have been in progress that 69 of the 103 persons who constitute the bargaining unit have signed authorities requesting a check-off.

The present Company was started to take over an existing business by about twelve workmen who had been employed by the previous owners. Substantially the same group is still in control of the business. In the Bargaining Unit over thirty employees have had more than twenty years' service with the Company; from this it may be seen that the turnover of labour is by no means large.

It is not thought necessary to deal in this report with the general arguments for and against the various forms of union security. They have often been fully set out in reports of Conciliation Boards; in fact in the argument before the Board it was more or less assumed that the Board was familiar with these arguments. The feeling of the Board is that in disputes of this nature all the surrounding circumstances should be taken into consideration before recommending any form of union security. In particular it was felt that the length of time over which the Union can demonstrate satisfactory relations at the plant is of paramount importance.

In this case, it is considered that while matters may well develop satisfactorily in the future, much more is necessary than has been shown by the Union before a Union Shop should be forced upon the Company. If a Union Shop, or some form of maintenance of membership, should be adopted in the future, it is felt that a much greater degree of harmony would result if this were accepted as a result of mutual trust and experience than if it were brought into effect at this stage more or less by compulsion. It should also be remarked that there are a certain number of employees who appear to be opposed to joining the Union at the present time, some of whom have been in the employ of the Company for many years.

Under the circumstances, the Board does not feel, for the reasons indicated, that this is a case in which they should recommend a Union Shop or Maintenance of Membership clause at the present time. In view of the fact, how-

ever, that a substantial percentage of the employees have signed cards in which they state their desire for some form of union security, the Board recommends the following clause be inserted in the agreement:

"Upon presentation of proper authorization from the employee, the Company agrees to deduct One dollar each month from his earnings as Union dues during the duration of this agreement, such monies to be remitted monthly to the Financial Secretary of the Local Union."

In making the above recommendation the Board feels that it has adequately protected the rights of the old employees who do not wish to join the Union. It has also given effect to the desires of those employees who have clearly indicated a desire in writing for a form of check-off. In the submissions filed on behalf of the Company it was argued that as there were actually few paid up members of the Union, the Company should not be asked to afford artificial support to an organization that has not been able to collect its own dues, particularly as the representatives of the Union admitted that there was an understanding within the Union organization that no dues would become due and payable

until an Agreement had been entered into with the Company. At least one member of the Board was at first inclined to the view that under these circumstances the Board should not recommend a check-off even in a voluntary revocable form. In a spirit of harmony and in order to enable the Board to present a unanimous report, this member of the Board now concurs in the draft clause pertaining to check-off as set out above. We feel that the written requests signed by a substantial number of the employees mentioned are, at least to a large extent, a sufficient ground on which to base our recommendation with respect to check-off.

In conclusion, the Board wishes to express its appreciation of the assistance obtained from all parties, and the able arguments presented.

All of which is respectfully submitted.

Dated this 4th day of July, 1945.

Sgd. I. M. MACDONELL,
Chairman.

Sgd. L. SEFTON,
Employees' Nominee.

Sgd. A. W. BOOS,
Company's Nominee.

Conciliation Work of the Industrial Relations Branch During July, 1945

Activities Under the Conciliation and Labour Act and Other Legislation

OFFICERS of the Industrial Relations Branch dealt with 17 industrial disputes during the month of July, involving 19,004 work-people employed in 68 separate establishments. Of these, eleven were new disputes which originated during the month and 6 were situations which had been untermiated as of June 30 and received further attention in July. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal

are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Industries

MINING AND SMELTING, ETC.

Coal Mining	3
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MANUFACTURING

Animal Foods	2
Metal Products	5
Shipbuilding	1
Non-Metallic Minerals, Chemicals, etc. ...	1
Rubber Products	1

CONSTRUCTION

Buildings and Structures	1
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TRANSPORTATION

Steam Railway	1
Water	1
Electric Railways and Local Bus Lines ..	1

Nature of Dispute or Situation

Strike or Lockout	11
Threatened strike	1
Controversies	2
Arbitrations	1
Requests for services of Commissioners...	2

Predominant Cause or Object

Increase in wages	4
Other causes affecting wages and working conditions	7
Recognition of Union	1
Discharge of workers for union membership or activity	1
Employment of particular persons	1
Discharge of workers for other than union activity	2
Unclassified	1

Disposition

Strike terminated by mediation or other Departmental Action	4
Decision rendered in arbitration	1
Industrial Disputes Inquiry Commissioner appointed	1
Agreement signed	1
Written statement terminating situation	1
Dispute lapsed or called off; no further action required	3
Referred to Wartime Labour Relations Board	1
Referred to Provincial Authorities	1
Disposition Pending	6

Method of Settlement

Conciliation or mediation	3
Direct negotiations	2
Arbitration	1
Arbitration Pending	1
Administrative action	1
Investigation only	3
Settlement Pending	6

Brief summaries of a few of the cases of chief interest are given below:—

Packing Plant Workers, Hamilton, Ont.—In mid-June a request was received for the appointment of an Industrial Disputes Inquiry Commissioner to investigate a charge that an employee of the F. W. Fearman Company Ltd., Hamilton, Ont., had been discharged for the reason that she was a member of or working on behalf of Local No. 239, United Packing-house Workers of America. Following a preliminary investigation by Mr. R. H. Hooper, Industrial Relations Officer, and upon a request by the Minister of Labour for Ontario, the Dominion Minister of Labour appointed His Honour Judge W. T. Robb, of Orangeville, Ontario, as a Commissioner for the purpose of making a formal investigation under Section 5 of Order in Council, P.C. 4020. A hearing was called in Hamilton on July 23, attended by representatives of the Company and the Union. When the person on whose behalf the complaint had been lodged failed to appear, the Union's charge was dismissed.

Metal Products Workers, Longueuil, P.Q.—During July the Minister of Labour received a joint request from Lodge 1596, International Association of Machinists, and the Dominion Engineering Works Limited, Longueuil, P.Q., for the appointment of the chairman of an Arbitration Committee under the terms of the collective agreement between the parties. Mr. Bernard Rose, K.C., of Montreal, was named

as chairman of the three-man Committee. The dispute involved the dismissal of two employees on the ground that they had violated company rules in regard to punching time clocks. In a majority report of the Committee of Arbitration the dismissal of one employee who had been previously warned for similar offences was sustained; the Committee ruled that the second employee had suffered prejudice since he was not given any previous warning and, while not condoning his offence, recommended his reinstatement. A minority report stated that the recommendation was outside the Committee's terms of reference.

Coal Miners, Nova Scotia and New Brunswick—In previous issues of the *LABOUR GAZETTE* (March, April, June, July, 1945) reference was made to a threatened strike over wage demands by members of District 26, United Mine Workers of America, who are employed by seventeen coal mine companies in the Maritime Provinces, and to negotiations which followed upon the report of an Industrial Disputes Inquiry Commission under the chairmanship of the Honourable Mr. Justice W. F. Carroll, of Halifax, N.S. During July conversations took place between the Minister of Labour and officers of his Department and the Executive Board of District No. 26. The Board was accompanied by the International Secretary-Treasurer of the United Mine Workers of America, Mr. Thomas Kennedy. Pursuant to a proposal made by the Union on July 27, in which it was intimated that the Union was prepared to engage in a program seeking to increase coal production and to stabilize conditions by entering into a contract with the operators for a period of two years as from the expiration of the last contract year, the Minister of Labour on July 31 informed the Union that the Government would authorize an increase of 33 cents per ton in the price of coal on the understanding that the increased revenue derived would constitute a fund in the hands of each operator which would be passed on to the miners upon whatever terms result from collective bargaining negotiations between the Union and the operators. It was further stipulated that the new contract between the operators and the Union would be for a period of two years, effective as from February 1, 1945, to February 1, 1947. On August 3 the District Executive and the International Secretary of the Union joined in accepting the Government's proposal.

Journemen Plumbers, Windsor, Ontario—A strike occurred at Windsor, Ontario, on July 12, 1945, when some 70 employees of sixteen plumbing and heating contractors quit work because they were denied an increase in wage rates from \$1.21 to \$1.25 per hour. The workers belonged to Local 552, United Asso-

ciation of Journeymen Plumbers and Steamfitters of the United States and Canada, and most of the employers were members of the Windsor Master Plumbers Association, a branch of the National Association of Plumbing and Heating Contractors. The background of the dispute was that pursuant to an understanding between the Master Plumbers Association and the Union, an application had been made to the Regional War Labour Board for Ontario for a 4-cent increase in wage rates. The application was not opposed by the employers' Association and was granted. Later, an appeal was lodged with the National War Labour Board by the Master Plumbers Association which claimed that its acquiescence in the application was conditional upon securing permission to pass the increased costs along to the consumer. This had been denied and certain of the employers involved pleaded inability to pay the increase. After hearing

the appeal the National War Labour Board revoked the increase on the ground that no gross inequality or injustice had been proved. When the strike occurred, Mr. H. Perkins, Industrial Relations Officer, Toronto, was assigned to the case but was unable to secure a resumption of work. It was intimated to the Union that the case could be re-opened for reconsideration by the National War Labour Board only upon the presentation of new evidence. On July 25 a new application for the establishment of a \$1.25 per hour wage rate was submitted, this time by a group of seven employers designating themselves as the Windsor Plumbing and Heating Contractors Association, who stated that they had not been parties to the earlier appeal. As the LABOUR GAZETTE went to press the case had not been disposed of and the men were still on strike.

Workmen's Compensation in British Columbia

THE twenty-eighth Annual Report of the British Columbia Workmen's Compensation Board, covering the calendar year, 1944, was issued recently.

In a brief historical summary, it is pointed out in the report that during the past 28 years 873,177 workmen have filed claims under the British Columbia Workmen's Compensation Act. Death resulted in 5,508 of the accidents reported, an average of 197 for each year. In 1944, awards were made to 1,057 workmen who sustained some permanent, partial, or permanent total disability, bringing the total number of such awards in the 28 years to 18,444.

Over 220,000 men and women were protected under the Act in 1944. A total of 60,463 accidents were reported during the year, of which 178 were fatal. This was a decrease of 8,192 from those reported in 1943 and the number of applications for compensation filed in 1944 declined nearly twelve per cent from the preceding year. Of those injured, 2,537, or eight per cent claimed to be carrying some type of accident insurance other than that provided under the Act.

The percentage of accidents resulting in three or more days loss of time were distributed by industries as follows: lumber

industry, 30 per cent; steel shipbuilding, 17 per cent; construction (other than steel shipbuilding), 16 per cent; general manufacturing and delivery, 14 per cent; metal mining and smelting, five per cent; coal mining, four per cent; railroading groups, four per cent; navigation, three per cent; all other classes, seven per cent.

The total revenue of the Board for 1944 amounted to \$11,889,354.63, of which \$7,716,976.02 was derived from 1944 payroll assessments; \$1,306,079.82 from assessments, 1943 and prior years; \$46,646.56 from penalties; \$747,270.96 from medical aid contributions; and \$791,333.21 from medical aid dues from workmen. The remainder of the revenue accruing to the Board in 1944, amounting to \$1,281,048.06 was on account of interest on investments, premiums on U.S. funds and profits realized on sales.

Disbursements during 1944, totalled \$12,605,596.06, the major component items being: compensation to workmen, \$4,408,527.37; medical aid (physicians, hospitals, drugs, etc.), \$1,181,914.41; pension payments, \$1,910,917.15; investments purchased less sales, \$4,759,546.90; general and administrative expense, \$290,087.30. The cash balance at the end of 1943 amounted to \$1,257,996.75. The balance at the end of 1944, was \$541,755.32.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining: Coal Mining

CROW'S NEST PASS DISTRICT, ALBERTA AND BRITISH COLUMBIA.—CROW'S NEST PASS COAL CO. LTD., MCGILLIVRAY COAL AND COKE CO. LTD., INTERNATIONAL COAL & COKE CO. LTD., WEST CANADIAN COLLIERIES LTD., HILLCREST MOHAWK COLLIERIES LTD.—AND THE WESTERN CANADA FIREBOSSSES ASSOCIATION.

Agreement to be in effect from April 12, 1945, to September 30, 1946, and thereafter from year to year, subject to notice. This agreement governs the wage rates and working conditions for firebosses or examiners whose duties include the firing of shots, the supervision of districts, etc. The companies recognize a local committee in each mine or colliery for the settlement of disputes. Check-off: dues and assessments to be collected by check-off.

Hours: hours to continue as previously, firebosses working an average of 26 days per month. There are ten recognized holidays and examiners will not be asked to work on these days nor on Sundays if there is no need for their services.

Wages for examiner: \$221 per month. Vacation: two weeks with pay for employees with one year's continuous service. Sick leave: two weeks with full pay in any one year for absence due to bona fide illness; if absent and receiving compensation due to an accident received in the course of his employment, an examiner will be paid his full salary less compensation received up to a period of six months.

Employment: examiners' sons to have the same privilege of obtaining employment as miners' sons and preference over outside men. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Edible Plant Products

WINNIPEG, MANITOBA.—FOUR BAKERIES AND CANADIAN BAKERY WORKERS' UNION, LOCAL No. 1.

Agreement to be in effect from February 1, 1945 to January 31, 1946, and thereafter from year to year subject to notice. The employers agree to recognize the union as the sole bargaining agency for all employees. All employees at present employed must join the union, and new employees must join within 30 days; all employees must remain members in good standing for the life of the agreement.

Hours: 48-hour week for inside employees (less 8 hours for each public holiday therein). Bakery salesmen have 5½-day week, Wednesday afternoon off. Overtime to be paid for at time and one-half rate. Vacation of two weeks with pay, between May 1 and Sept. 30, for employees after twelve months' service; salesmen to be paid any surplus over \$28 per week earned by route during their holidays; if statutory holiday occurs during vacation period, employee entitled to extra day.

Wage rates: doughmen \$30 to \$33 per week, assistant doughmen \$26 to \$29; ovenmen \$29 to \$31.50; oven dumpers \$24 to \$26.50; dividermen and table hands, \$25 to \$30; oven feeders, machinemen and improvers \$20 to \$25; bakers' helpers \$18 to \$25; shippers and maintenance men, \$27 to \$30; checkers, stable men and firemen \$25 to \$28; city deliverymen \$26 to \$29; cleaners \$20 to \$25; city salesmen \$17 per week plus commission on sales; country truck salesmen \$21. plus commission. Guaranteed minimum wages for regular salesmen \$28. after first five weeks, for relief and spare salesmen \$30. Night shift workers to be paid bonus of 5 cents per hour. The company is responsible for all returns of stales and culls. Definitions of duties of each class of employees are included. Provision is made for seniority rights and grievance procedure.

Manufacturing: Wood Products

MONTREAL, QUEBEC.—WOODHOUSE CO. LTD. AND INTERNATIONAL UNION OF UPHOLSTERERS OF AMERICA, LOCAL 302.

Agreement to be in effect from October 20, 1944 to October 19, 1945. The company recognizes the union as the sole bargaining agency for all employees. All employees must within 15 days become members of the union and must remain in good standing.

Hours: 44-hour week, Monday to Friday. Overtime to be paid at rate of time and one-half. Public holidays to be paid double time.

Wage rates: to be submitted to Regional War Labour Board for adjustment.

Provision is also made for seniority rights and settlements of disputes.

Transportation and Public Utilities: Steam Railways

CANADIAN PACIFIC RAILWAY COMPANY AND THE BROTHERHOOD OF SLEEPING CAR PORTERS.

Agreement to be in effect from June 1, 1945 and thereafter subject to 30 days' notice.

Hours: 240 hours' service, or less, in assigned service, to constitute a basic month's work. All time worked in excess of 240 hours shall be credited extra. Sleep periods: where the requirements of the service permit, employees will be released from service for sleep, 4 hours each night on runs of over 12 hours; on extended special tours (72 hours or more elapsed time), a maximum of 8 hours sleep will be allowed out of 24 hours. Not less than 96 hours off duty each month in 24 hour periods or multiples thereof allowed at designated home terminal.

Monthly wage rates for sleeping car porters, including the cost of living bonus and the National War Labour Board award: for sleeping car porters, from \$112.41 during first six months to \$127.41 after 48 months, compartment car porters \$132.41, porters in charge of sleeping car \$20 per month extra, if in charge of more than one car to be paid at conductor's minimum rate, parlour car porters (including those in charge) \$132.41. Any employee required to perform interior cleaning of car at layover points shall receive 70 cents per car additional pay. Employees deadheading to receive credit of 12 hours for each 24-hour period. Porters in service or deadhead will be served meals in dining cars at half rate, and will have free sleeping accommodation during layovers or rest periods at terminals away from home station, if possible.

Provision is made for seniority rights.

Transportation and Public Utilities: Electricity and Gas

TOWNSHIP OF YORK (TORONTO VICINITY), ONTARIO.—YORK TOWNSHIP HYDRO SYSTEM, AND NATIONAL ORGANIZATION OF CIVIC, UTILITY AND ELECTRICAL WORKERS. BRANCH No. 1.

Agreement to be in effect from January 1, 1944, to December 31, 1945, (Revised February 5, 1945). The company recognizes the Union as bargaining agency for all employees. All employees who are or who become members of union must maintain their membership.

Hours: line gang—40-hour week; meter installers, readers, substation men, inspectors, consumers' troublemen, Bicknell clerks, and stock-keeper, 44 hours; line trouble men, street lighting patrol and repair, and office caretaker 48 hours; meter testing and clerical help 38 hours per week. Overtime is paid at time and one-half or double time, according to time when worked. In certain cases time off is given in lieu of extra pay. Employees working 38-hour week receive no pay for overtime. Statutory holidays paid at regular rates. Two weeks' vacation with pay for employees with one year's service. Two weeks sick leave with pay when required for employees with one year's service.

Wage rates: linemen 81 cents to 96 cents per hour; troublemen, same rate plus 9 cents an hour; patrolmen 76 cents; groundmen 66 cents to 70 cents; substation mechanics 65 cents to 96 cents; meter installation and removal 65 cents to 94 cents; line truck driver 66 cents to 72 cents; inspectors and consumers' troublemen \$27.50 to \$32.50 per week; meter repair and testing \$25 to \$32.70; meter readers \$25 to \$29; Bicknell clerks \$25 to \$30; clerical staff, from \$15 to \$46; storekeeper \$30 to \$32; caretaker \$25 to \$29. Cost of living bonus added to above rates.

Provision is also made for seniority rights and grievance procedure. Transportation is provided for all employees, as well as majority of necessary tools and work material.

Collective Agreement Act, Quebec

In Québec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the

same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning the legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the extension of three new agreements and the amendment of seventeen others, all of which are noted below. Two corrections of previous Orders in Council are also published. A request for a new agreement for the ornamental iron industry at Montreal was published in the *Quebec Official Gazette*, June 23. Requests for the amendment of the building trades agreement at St. Jérôme, uncorrugated

paper box industry for the province, retail trade agreement at Chicoutimi, garage employees at Quebec, men's and boys' clothing industry for the province and firefighters at Sherbrooke were also gazetted June 23. Requests for the amendment of both the work and fine glove industries for the province were gazetted June 30. Requests for a new agreement for retail stores at St. Hyacinthe, and for clerks and accountants at Jonquière were published July 7. Requests for the amendment of the agreements for barbers at Sherbrooke, and wholesale fur trade at Montreal were gazetted July 14.

Orders in Council were also published approving or amending the constitutions and by-laws of certain joint Committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

RETAIL FUR INDUSTRY, MONTREAL, P.Q.

An Order in Council, dated June 8, and gazetted June 16, amends the previous Orders in Council for this industry (L.G., November, 1944, p. 1368; April, 1945, p. 517). Agreement to be in effect to May 1, 1946 or April 30, 1947, if no notice given. Minimum weekly wage rates: cutters \$40 and \$46, operators \$30 and \$37.50, finishers \$27.20 and \$33.20, blockers \$22 and \$30, female operators \$23.50 and \$30, female finishers \$23.50 and \$28.50, female coat closers \$30, lining makers \$28.50, apprentices (cutters and trimmers) from \$30 during first six months to \$35 during fifth six months. Vacations: $\frac{1}{2}$ day for each month's service up to 6 days a year.

No contracting or subcontracting or piece work shall be permitted whether inside the factory of the employer or in another establishment, or elsewhere, unless all the employees in the shop are working and all said contractors or subcontractors have duly registered with the Parity Committee. However, for the duration of the war, work may be done at home in September, October, November and December providing all employees in the shop are working and names of employees engaged in homework are submitted in writing to the Parity Committee.

Another Order in Council dated July 6, and gazetted July 14, corrects the Order in Council of June 8. This correction does not affect the summary given above.

WORK GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated June 8, and gazetted June 16, amends the previous Orders in Council for this industry, (L.G., June, 1943, p. 812; July, 1944, p. 867; September, p. 1141).

Hours: 48-hour week. Overtime for males is payable at 30 cents per hour in excess of regular rates, and 15 cents per hour for females. Vacation: one week with pay each year.

FINE GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated June 8, and gazetted June 16, amends the previous Orders in Council for this industry (L.G., June, 1943, p. 812; July, 1944, p. 867). Hours: 49-hour week, with no change in overtime rates.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' HAT AND CAP INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 8, and gazetted June 16, amends the previous Orders in Council for this industry (L.G., April, 1940, p. 389; October, 1941, p. 1314; April, 1943, p. 489; July, 1944, p. 867).

Minimum weekly wage rates: cutters \$30.35, operators \$28.15, blockers, \$22.09, lining makers \$18.60, hand finishers \$15.55, general hands \$13.45. Every employee earning up to and including \$24.99 per week shall receive an increase of \$1 per week, and every employee earning \$25 and over per week shall receive an increase of \$1.50. Vacation: one week with pay after one year's continuous service.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX MANUFACTURING (UNCORRUGATED), PROVINCE OF QUEBEC.

An Order in Council, dated June 8, and gazetted June 16 and corrected in the June 23 issue, makes obligatory the terms of a new agreement between l'Association Patronale du Commerce de Quebec inc. and Le Syndicat national catholique des Employés de l'industrie des Boîtes de Carton. Agreement to be in effect from June 16, 1945 to April 1, 1946, and thereafter from year to year until 45 days' notice. Territorial jurisdiction comprises Zone I, the island of Montreal and the territory comprised in a radius of fifty miles from its limits; Zone II the remainder of the province.

Hours in Zones I and II: 50-hour week; firemen (stokers), enginemen 60-hour week. Overtime is payable at time and one-quarter up to 55 hours, time and one-half thereafter; for firemen and enginemen time worked in excess of 60 hours is payable at time and one-quarter the minimum rate. Employees working the night shift are to be paid 20 per cent higher than the day rate and overtime is computed on the 20 per cent higher rate. Work performed on specified holidays is payable at time and one-half.

Minimum hourly rates for females in Zone I: foreladies 33 cents; handwork, first class 31 cents; S & S machine operators, top-piece machine operators, covering machine operators, staying machine operators, tyers, stitchers 30 cents; hand-fed table gummers 28 cents; other help 22 cents; apprentices from 24 to 28 cents after third six months. The average minimum wage for females, including apprentices shall not be less than 32 cents per hour. Minimum hourly rates for males in Zone I: foremen 68 cents; scorers 58 cents; cutters on knife 53 cents; end-piece operators, single and double 48 cents; brightwood machine operators 54 cents; feeders 35 cents; four-corner stayer operators 54 cents; feeders 35 cents; slitter operators, bale press operators, circular saw operators, assistant die makers 43 cents; punch operators 38 cents; shippers, truck drivers, automatic glueing machine 48 cents; machinist 58 cents; maintenance and repair men 45 cents; die makers 63 cents; cylinder box press feeders, coil press feeders 41 cents; stationary enginemen: chief enginemen \$39.95 and \$42.95 per week; other enginemen from 52 cents to 68 cents per hour; boiler fireman 42 cents; other

help 28 cents; apprentices from 30 per cent to 15 per cent less the minimum rate after fourth six months. Average minimum rate for male employees shall not be less than 50 cents per hour. Employees working the night shift are paid 20 per cent higher rate. Minimum hourly wages in Zone II: females—forelady 40 cents; hand worker 30 and 38 cents; top piece machine operator, covering machine operator, staying machine operator, stitcher 30 cents; certain classes of apprentices 23 to 28 cents; other help 21 cents; males—foreman 75 cents; scorer 55½ cents; cutter on knife 50½ cents; splitter operator, bale press operator, assistant die maker, circular saw operator 41 cents; colt press operator, truck drivers 47½ cents; stationary engine-men 48 to 63 cents; firemen 38 cents; general helper 45 cents; apprentices on machines from 15 to 30 per cent less than the regular classification; other help 26 cents. Vacation: one week with pay after one year's service.

Wages, labour and apprenticeship conditions of employees of the printing trades working in establishments governed by this decree are governed by decree (L.G., May, 1944, p. 637; Feb., 1945, p. 182; Mar., p. 349; June, p. 873, July, p. 995, and previous issues) relating to printing trades in Montreal and decrees (L.G., Nov., 1943, p. 1530; April, 1944, p. 495; Dec., p. 1515) relating to printing trades in Quebec with the exception of the duration of working hours which shall consist of 48-hour week.

CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 21, and gazetted June 30, amends the previous Orders in Council for this industry (L.G., April, 1942, p. 483, Sept., p. 1097; Jan., 1943, p. 88; April, p. 490; Nov., p. 1529; Feb., 1944, p. 198; Sept., p. 1141; June, 1945, p. 873).

Hours: 55-hour week for all classes. Overtime for work in excess of 55 hours is payable at time and one-quarter.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated June 21, and gazetted June 30, extends the time of the agreement (L.G., May, 1944, p. 637; Feb., 1945, p. 182; Mar., p. 349; June, p. 873, July, p. 995, and previous issues) to September 30, 1945.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, MONTREAL.

An Order in Council dated June 8, and gazetted June 16, extends the time of the previous Orders in Council, for this industry (L.G., March, 1945, p. 349 and previous issues) to June 24, 1946.

Construction

BUILDING TRADES, THREE RIVERS.

An Order in Council, dated June 8, and gazetted June 16, amends the previous Orders in Council for this industry (L.G., March, 1944, p. 359, and previous issues) by providing that urgent work which can not be performed during the day may be done in other periods subject to the daily 8-hour limit. The Parity Committee must be notified. From March 1, to November 1, a 9-hour day is permitted for the first five days of the work week, but hours must not exceed a 48-hour week.

BUILDING TRADES, MONTREAL.

An Order in Council, dated June 21, and gazetted June 30, extends the time of the agreement (L.G., January, 1945, p. 71 and previous issues) to September 30, 1945.

Trade

RETAIL FOOD STORES, QUEBEC CITY

An Order in Council, dated June 8, and gazetted June 16, amends the previous Orders in Council for this industry (L.G., June, 1944, p. 754; July, 1945, p. 996). Minimum wage rates are increased by two cents for classes A, B and C in both zones. Other amendments do not affect the summary already given.

RETAIL TRADE, QUEBEC

An Order in Council, dated June 21, and published June 30, amends the previous Orders in Council for this industry (L.G., August, 1944, p. 1007, September, p. 1142). The amendment does not affect the summary already given.

WHOLESALE TRADE, SHERBROOKE

An Order in Council, dated June 8 and gazetted June 16 makes obligatory the terms of a new agreement between the Retail Merchants Association of Canada, inc., and Le Syndicat des Employés de Magasins de Gros des Cantons de l'Est. Agreement to be in effect from June 16, 1945 to June 15, 1946 and thereafter from year to year until 60 days' notice.

Hours in establishments for food products, bonbons, tobacco, cigarettes, hardware, ironmongery, electrical accessories, wall-paper, butter, eggs, fowl: a 49-hour week; a 50-hour week for meat trade; a 54-hour week for grains and corn mashes establishments; a 60-hour week for milk, fruits, vegetable, soft drinks and ice cream establishments. Overtime is payable at certain specified rates. Wage rates: food products—head shipper \$30, order employees \$23, general hands \$15 to \$19, truck drivers \$19 to \$23 with an additional \$5 to truck drivers doing the delivery in a radius of more than 25 miles; hardware, ironmongery, etc.—head shipper \$30, assistant foreman \$28, order employee, receiving-clerk, truck driver \$25, general hand \$15 to \$23, occasional employee 50 cents per hour; grains, and corn mashes head shipper \$28, assistant foreman \$26, order employee \$25, miller \$27, labourer \$15 to \$23, truck driver \$25, with an additional \$5 for delivery in a radius of more than 25 miles. Fruits and vegetables—shipper \$30, assistant shipper, clerk \$25, clerk-delivery man \$24, delivery man's helper, labourer \$20; meat—truck driver \$20, skilled employee 53 to 60 cents per hour; semi-skilled 45 to 53 cents, inexperienced 35 to 45 cents; eggs and fowl—shipper \$30, order employee \$23, labourers \$15 to \$19, fowl slaughtering-man 21 years and over \$25, man under 21 years \$15 to \$21; egg grading and candling-man 21 years and over and fowl grader \$25, man under 21 years \$15 to \$21; soft drinks—essence man \$25, bottlers \$22, helpers \$12 to \$18, truck driver \$23, truck driver's helper \$12; butter, ice cream and milk—milk seller \$20, helper (under 16 years) \$7, foremen \$25, general hands \$15, under 16 years in dairy \$10, general hands \$15, butter conditioner \$25, butter wrapper \$16; bonbons, tobacco and cigarettes—shipper \$25, general

hand 21 years and over \$20 and \$22, general hand under 21 years \$15 and \$18, delivery man \$20 and \$22. Vacation: one week with pay after one year's service.

Service: Public Administration

MUNICIPAL EMPLOYEES, KENOGAMI

An Order in Council dated June 8, and gazetted June 16, makes obligatory the terms of a new agreement between the Municipal Corporation of the Town of Kenogami and Le Syndicat des Employes municipaux de la Ville de Kenogami. Agreement to be in effect from June 16, 1945, to December 31, 1945 and thereafter from year to year to 60 days' notice. Hours: 8-hour day for day or hour workers; office employees 41-hour week, overtime for day or hour workers is payable at time and one-half.

Wages: office—treasurer and clerk of the Recorder Court \$135, clerk \$83.33, assistant-treasurer \$190, bookkeeper and deputy clerk of Recorder Court, \$150, municipal works department—employees paid by the month \$133.12 to \$135.20, employees paid by the hour 55 to 85 cents. Vacation: one week with pay after one year's service for employees of bookkeeping department, works superintendent two weeks with pay after one year's service.

TRADE AND OFFICE EMPLOYEES, ARVIDA, JONQUIERE AND ST. JOSEPH d'ALMA.

A correction of the Order in Council of March 10 (L.G. April, 1945, p. 518). Weekly wage for men in classification junior clerk, stenographer, typist—from \$10.50 to \$26 after fifth year instead of from \$10.50 to \$28.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, QUEBEC

An Order in Council, dated June 8, and gazetted June 16, amends the previous Orders in Council for this industry (L.G., October, 1944, p. 1247; March, 1945, p. 351).

Hours in zone 11, 59-hour week, zone 111, 56-hour week. Hours during which shops may be open are specified.

BARBERS AND HAIRDRESSERS, SHERBROOKE

An Order in Council, dated June 21, and gazetted June 30, amends the previous Orders in Council for this industry (L.G., October, 1941, p. 1315; February, 1942, p. 234; April, 1943, p. 490, May, p. 639). Territorial jurisdiction comprises the city of Sherbrooke, and Lennoxville, Bromptonville, Magog, Windsor, Richmond, Asbestos, East-Angus, Cookshire, and Bury, Danville and within 5 miles of them.

Hours during which barber shops may be open are specified for each municipality.

Minimum wages for barbers or hairdressers \$18 per week plus 60 per cent of receipts over \$26; extra employees \$2 per day plus 60 per cent of receipts over \$3.50.

Minimum prices for services are included. Apprenticeship regulations are also included.

BARBERS AND HAIRDRESSERS, THREE RIVERS

An Order in Council, dated June 21, and gazetted June 30, amends the previous Orders in Council for this industry (L.G., February, 1945, p. 182 and previous issues).

Hours during which barber shops and hairdressing parlours may be open are specified for each zone. Apprenticeship regulations are slightly changed.

FUNERAL UNDERTAKERS, MONTREAL

An Order in Council, dated July 6, and gazetted July 14, extends the time of the previous Order in Council for this industry (L.G., August, 1943, p. 1131) to October 17, 1945.

BARBERS AND HAIRDRESSERS, MONTREAL

An Order in Council, dated July 6, and gazetted July 14, amends the previous Orders in Council for this industry (L.G., November, 1943, p. 1530 and previous issues as therein mentioned) by changing hours during which work may be performed in zone 1. No work shall be performed on Monday.

Labour Law

Labour Legislation in Alberta and British Columbia in 1945

Alberta

THE Alberta Legislature which met on February 22 and was prorogued on April 6, 1945, enacted a new coal mines Act. Amendments were made in the Industrial Conciliation and Arbitration Act, and in statutes dealing with mothers' allowances, hours of work and minimum wages.

Collective Bargaining and Industrial Disputes

The Industrial Conciliation and Arbitration Act was amended to extend, from 14 to 21 days, the time allowed for the Board of Industrial Relations to complete inquiries and report on a dispute.

When there is a dispute concerning the proper bargaining agent of a union, the matter may be referred to arbitration. One arbitrator must be appointed by the employees' bargaining agent, who has been reported by the Board of Industrial Relations as properly elected, and the other by the bargaining agent claiming to have been appointed, or by the employer if the dispute is between a bargaining agent and an employer.

No arbitrator may have any pecuniary interest in the dispute and may not have acted within six months as solicitor, counsel or paid agent of either party.

Persons entitled to vote, where the Board is dissatisfied with the election of a bargaining agent, or where acceptance or rejection of an award is in question, must be employees who, for not less than three months, have been, and who are, members in good standing of a trade union or employees' organization and also employees who have been in that employment for at least three months.

No collective agreement may be made for less than one year, and there must be a provision for its termination at any time after one year on two months' notice by either party. The bargaining agent must continue as such for ten months, but at any time after that period a new bargaining agent may be elected. In a plant or industry which operates on two or three shifts, a vote for the election of a bargaining agent must be taken during each shift.

On the request of the employer, or on receipt of a petition signed by not less than 50 per cent of the employees entitled to vote, or on the direction of the Minister, the Board of Industrial Relations may direct a vote to be taken on any question involving relations between the employer and all or some of his employees or in case of a dispute concerning the classification of the employees as to which an expression of the employees' opinions is desirable. In any inquiry held under the Act, the Board of Industrial Relations is to have the powers conferred upon commissioners by the Public Inquiries Act.

An amendment clarifies the prohibition of a strike to stipulate expressly that no strike may occur until a majority of the employees affected have voted in favour of a strike.

No trade union or organization of employees and no person acting on its behalf may encourage or engage in a "slow-down" or any other activity designed to restrict production, but this provision may not be interpreted to limit a trade union's legal right to strike and provisions in a collective agreement for the safety or health of the employees may not be considered a "slow-down" or designed to restrict or limit production.

Hours of Work

The Hours of Work Act is amended to strike out as unnecessary the definition of "overtime" which is now defined in the Minimum Wage Acts. The Act now provides that working hours of all employees must be limited to eight in a day and 48 in a week. Previously, the maximum hours for males were nine in a day and 54 in a week. Another change stipulates that an order may provide for consecutive rest-periods in relation to a work-period of four weeks instead of in relation to a work-period of one month.

Minimum Wage Acts

Both the Male and Female Minimum Wage Acts were amended to bring them into conformity with the change in the Hours of Work Act already noted. In each case the

definition of "overtime" is amended to mean time worked in excess of nine hours in any one day or of any lesser number of hours fixed under the Hours of Work Act, or, time worked in excess of 48 hours or any lesser number of hours prescribed under the Hours of Work Act in any one week.

Both Acts now require employers to pre-serve for 12 months all records of earnings and working-hours of employees. Under each Act an employee who has received less than the minimum wage may sue for the difference, but an action must be brought within 12 months of the date when the cause of action first accrued. An employee must give notice of intention to bring an action within six months of leaving the employment, or if he or she does not leave, within six months of entering the employment or of the making of the minimum wage order, whichever is later. The Female Minimum Wage Act is amended to state that the action must be limited to wages for the six months prior to bringing the action or prior to termination of employment. The Male Minimum Wage Act introduces a new section stating that contraventions of Board orders are offences under the Act.

The Coal Mines Regulation Act

The Coal Mines Regulation Act repeals the Mines Act, 1939. New provisions in the Act are noted below.

Mines must be inspected by the Electrical Inspector and his report on his inspection must be posted at the mine. An inspector may examine any report, document, instrument, lamp, or anything he may in writing demand, and where there is an accident he may take possession of any of these things, provided he gives a receipt for it and leaves it with the nearest detachment of the Royal Canadian Mounted Police where the owner or manager may have access to it at any reasonable time.

New employees and those who have not been employed in a mine within six months preceding re-employment must furnish medical certificates, in a form satisfactory to the Workmen's Compensation Board, both as to physical fitness and eyesight.

The minimum age for employment of men in charge of or operating any engine, windlass or gin, or any machinery, ropes, chains or tackle connected therewith, used for conveying persons in or about a mine, has been reduced from 21 to 19 years, but a hoisting engineer in charge of a hoisting shaft must be at least 21.

Wages must be paid every two weeks on Saturday, rather than twice a month as formerly, and each payment must cover wages earned up to seven days before the date of payment.

Where a check-weigher or check-measurer has been removed from office by a court order on the complaint of the mine-operator, the period of his disqualification for such employment at any mine has been reduced from a period of three years to one year from the date of the judge's order.

Several changes have been made with respect to certificates. The Act adds as an alternative to three years practical experience in a coal mine that a candidate for a third-class certificate of competency must hold a diploma or degree in scientific and mining training granted by an approved educational institution and must have had two years experience underground, including one year at the face. New qualifications for a certificate of competency as a mine electrician include a minimum age of 21 and, as alternatives to the two years electrical experience in a mine previously required, four years practical electrical experience together with six months electrical experience in a mine, or a degree or diploma from a recognized electrical school with two years practical experience, six months of which must have been in a mine. The holder of such a certificate must, within two years, produce a certificate of qualification in first-aid and ambulance work. The Act requires a mine electrician to hold a certificate of competency as a mine electrician, but adds the stipulation that in the case of mines using electrical energy not exceeding 30 kilowatts, the Chief Inspector may, under certain circumstances, grant a provisional certificate.

The Act no longer distinguishes between Class "A" and Class "B" miners' certificates. To qualify for a miner's certificate a man must be at least 20; have a working knowledge of the English language; have had 12 months underground experience, six months of which must have been at the working face; and must satisfy the Miners' Board upon examination that he is competent to take charge of a working face. Provisional miners' certificates granted by a District Inspector are to be valid only within the district assigned to him, and are to be in effect only until the next examination held by the Board. The Lieutenant-Governor in Council may make regulations for granting permits enabling a person who does not hold a miner's certificate to be employed at the working face under the supervision of a properly certificated

person, provided the number of permit-holders does not exceed the number of holders of miners' certificates.

Provision is made for an electrician, mechanic, pipe-fitter or any skilled employee, when the mine is in normal operation, to repair coal-cutters, machinery, cables, motors or other equipment at the working face, notwithstanding that he is not the holder of a miner's certificate. Wherever the mine is not in normal operation, such workman must be accompanied by a person who holds a first, second or third-class certificate. Where the Minister cancels or suspends a certificate because of an infraction of the regulations, the offender's employment is not restricted in respect to any lower certificate he may hold. The Minister may authorize the Chief Inspector to grant provisional certificates when there is a shortage of experienced officials. Certificates may be issued to qualified persons holding certificates granted in other provinces and other parts of the British Empire.

No person may act as manager of more than one mine at the same time unless he has the written permission of the Chief Inspector and the mines are operated by the same owner. Provision is made for the appointment of an assistant manager who is to have the same powers and duties as a manager and is to be subject to the same responsibilities. In a mine other than a small mine, the overman may not act as examiner or shot-lighter except with the written approval of the District Inspector. The Chief Inspector may, in a grave emergency, issue a provisional third-class certificate to any person he considers qualified to act as an examiner. Every report to be recorded in a book must be countersigned by the manager within three working days from the day on which the report is made. All accidents must be reported by the examiner or outside foreman on a special book. Workmen employed in a mine must, at the request of the owner, agent or manager, appoint a committee to inspect the mine, and the cost of such inspection must be borne by the owner.

Various new provisions have been made for ventilation. Any person taking air measurements must chalk his initials and the date of measurement on the roof or sides of the roadway. No person may brush or waft out gas from any working place in a mine. Where an attendant is required at a ventilating door, a nearby place of refuge must be provided. Auxiliary or booster fans underground must be installed so that there may be no recirculation of draft. Any part of a mine

must be considered to be in a dangerous condition if the percentage of inflammable gas in the air is two and one-half or more.

Other precautionary measures include the inspector's power to require the retaining of solid pillars where there are overlying accumulations of water or the dewatering of the area. The maximum number of men allowed to ride in a cage must be approved by the District Inspector. The rope used on cylindric-conical drums must be examined every six months instead of three months but the safety factor of the rope must not be less than eight when new.

The rules for the care, handling and use of explosives in the old Act have been repealed and provision made for regulations on these matters by the Lieutenant-Governor in Council.

Employment of Boys in Bowling Alleys

The Billiard Room Act prohibited the employment in a billiard room of any person under 18. An amendment stipulates that, during the war, a boy or girl between 16 and 18 may set up pins in a bowling-alley, but only with the written consent of parent or guardian.

Mothers' Allowances

An amendment in the definition of "widow" in the Mothers' Allowance Act reduces the period of desertion necessary to entitle a woman to the benefit of the Act from five years to three years, and gives the Superintendent in charge of the Act authority to determine when a woman qualifies. "Widow" now also includes a common-law wife who has been such for five years before a man's death, and who has borne children registered as his.

Municipal By-Laws

The Edmonton Charter gives authority to the City Council to pass a by-law for establishing a plan of group insurance for the civic employees. The Council may contribute to any such plan and require contributions by deductions from employees' earnings.

Under amendments in the Calgary Charter, the City Council, subject to certain statutes, may by by-law require garages and gasoline service stations to remain closed for such hours as the Council may determine. The Council may exercise this power provided that a petition has been received to this effect, signed by at least two-thirds of both owners or lessees and employees of the garages or service stations.

Housing

Statutes were enacted to promote better housing in the Province and provision was made for co-operation with the Dominion under the National Housing Act.

The National Housing Loans Act (Alberta) was enacted to facilitate the making of loans under the National Housing Act, 1944. Certain statutory provisions do not apply to loans under the National Housing Act secured by a mortgage on lands in the Province. Provisions in such mortgages for the mortgagor to become the tenant of the mortgagee, at a fair and reasonable annual rent, are to be valid. The Mechanics' Lien Act, as it existed prior to March 30, 1943, is to apply to any land and premises subject to a mortgage under the National Housing Act.

The Alberta Housing Association Act provides for the incorporation of an association

of that name to promote the building of houses in the province, and to lend money on mortgage to assist in such building. The first or provisional directors of the Association are to include two members of the provincial Government, three deputy ministers, civil servants and municipal appointees.

Sections of the Edmonton Charter enacted in 1938 dealing with housing are replaced by new clauses to bring under the National Housing Act, 1944, the city's housing projects undertaken under the Dominion Housing Act of 1935. The Act as amended empowers the Council to promote the incorporation of a limited liability company for the purpose of doing business as a lending institution or as a limited dividend housing corporation. It may act as a limited dividend housing corporation and carry on low rental housing projects as defined in the National Housing Act.

British Columbia

During the session of the British Columbia Legislature which began on February 6 and ended on March 28, 1945, the Social Assistance Act was passed, and laws relating to attachment of wages, old age pensions, municipal superannuation and conciliation boards were amended.

Attachment of Wages

The section of the Small Debts Courts Act has been amended which provided for the attachment of debts and exempted from attachment wages up to \$60 in the case of a married person or one with dependants and up to \$30 in the case of one unmarried. In this section the words "debts, obligations, and liabilities owing, payable, or accruing due," or any similar expression, now include wages or salary due or payable within four days after the day on which an affidavit is sworn.

Conciliation Board Members

The Wartime Labour Relations Regulations Act was amended to add a section permitting a member of the Legislative Assembly to act as a member of a Conciliation Board with an allowance or expenses for his services.

Forty-Eight-Hour Week for Firemen

The Fire Department Hours of Labour Act grants two days of 24 hours each off duty per week to each employee of a fire department in cities and other places in which there is a paid fire department. The Act is now amended to limit the hours on duty in any one week to 48, or an average of 48 hours in a week when

computed over a number of weeks. Where, however, the Fire Departments Two-Platoon Act applies, it must be complied with. These amendments are to come into effect on Proclamation, but if one year after the end of the war a date has not been fixed, the Act will automatically take effect on the expiry of that year.

Municipal Employees' Pensions

Amendments in the Municipal Superannuation Act clarify certain sections and set out the conditions under which the net liability of the service pensions is to be computed with respect to each employer.

Old-age Pensions

An Act, effective April 1, 1944, amends the Old-age Pension Act to enable an agreement for a scheme of old-age pensions in the Province to be made with the Dominion pursuant to any past or future Dominion statute. Previously, the Act specified that the agreement was to be made pursuant to a Dominion statute "relating to old-age pensions."

Social Assistance

The Social Assistance Act which came into operation April 1, 1945, covering generally any form of aid necessary to relieve destitution and suffering, is to be administered, under the Provincial Secretary, by a director of welfare, who is empowered to grant assistance, without discrimination as to race, colour, creed, or political affiliations, wherever individuals or

families are unable to provide for their needs through their own efforts. "Social assistance" means assistance in money or in kind, institutional or foster-home care, nursing, counselling service, health services, occupational training or therapy for indigents and mentally or physically handicapped persons, and aid to municipalities, boards, commissions, organizations or persons providing aid, care or health services to indigents, sick or infirm persons.

Funds are available for aid to any municipality or village which is maintaining social services on a basis consistent with the provisions of the Act. Such aid does not, however, relieve municipal authorities of any duties imposed on them by law.

As regards counselling service, health services or occupational therapy, the Act stipulates that these may be provided without reference to the conditions as to "residence" set out in the Residence and Responsibility Act.

Subject to the approval of the Minister, the director may make regulations and formulate policies not inconsistent with the Act on both a local and provincial basis. He may supervise the expenditure of funds by local units, and may withhold funds if local authorities fail to comply with the Act. He may grant assistance to any needy person eligible under the Act, and, as approved by the Minister, may recover the moneys spent from the local area in which the person has "residence" according to the Residence and Responsibility Act.

Persons who obtain or seek to aid another to obtain social assistance by fraud, or who fail to report additional resources or income

which become available to them after they have made application for assistance are subject to penalties under the Act.

The Lieutenant-Governor in Council may enter into agreements with the Dominion Government as to any scheme of family allowances, social insurance, or other forms of social legislation in the Province pursuant to any existing or future Act and regulations of the Dominion, and may make reciprocal agreements with Provincial Governments in respect to health and welfare measures.

Bills Not Passed

Several Private Members' Bills were introduced but failed to pass. These included a Bill to provide for an annual two weeks' holiday with pay for all employees, other than those engaged in agriculture. A Bill which would have prohibited any person from engaging in a trade to which the Act was made to apply without a certificate of proficiency was also withdrawn. Three Bills would have amended the Coal-Mines Regulation Act to allow a 16-hour rest between work-periods, time and a half for work under ground in excess of eight hours, a 12 days' holiday with pay after one year's employment, and to require wash-room accommodation when more than 20 persons are employed below ground without the necessity of a petition from the majority. A proposed amendment in the Female Minimum Wage Act would have brought farm-laborers, fruit-pickers and domestic servants within its scope. A Bill to amend the Control of Employment of Children Act, 1944, would have applied the Act to the sale of magazines and newspapers in public places.

Recent Regulations Under Dominion and Provincial Legislation

THE control of the assets and property of the Montreal Tramways Company has been re-vested in the Company. Labour Exit permits may now be issued by Selective Service officers without reference to the mobilization regulations. Veterans' preference in Civil Service appointments has been extended to cover veterans of the war against Japan. Rehabilitation, and Government Services Selection and Release interdepartmental committees have been authorized. The Order in Council permitting 16 year old boys and 18 year old girls to work in coal-mining has been rescinded. The Government Employees Compensation Act now applies to all Government employees in the Yukon and Northwest Territories. Provision has been made for the elimination of

duplication of benefits by way of family allowances and income tax credits for children. Additional regulations under the Canada Shipping Act have been issued to deal with dangerous goods.

In Alberta the trade of a bricklayer and mason, etc. is now covered by the Apprenticeship Act and the Tradesmen's Qualification Act now applies to the beauty culture trade. In Quebec the Apprenticeship Commission of the Building and Engineering Construction Trades of Montreal has been incorporated. The minimum wage order covering maintenance men in public buildings has been amended, and a new order covering the shoe-counter industry in Quebec has been issued. In Sas-

katchewan the regulations governing the payment of mothers' allowances have been amended. Rules for establishing Conciliation Boards in Saskatchewan were issued recently.

Regulations governing the motor vehicle repair trade and building trades have been made under the Saskatchewan Apprenticeship Act.

Dominion

Control of Montreal Tramways Co.

By Orders in Council of June 9 and June 14, 1945, (P.C. 4154 and 4174) the Order of Aug. 11, 1944, (P.C. 6416) as amended, respecting the control of the Montreal Tramways Company (L.G., 1944, pp. 971, 972) was revoked, and control of the company's property and assets re-vested in the company. The Controllers appointed by the Government and any persons acting on their behalf or under their authority are declared to be not liable for anything done or omitted, in the exercise of any power or authority vested in them. (L.G., July, 1945, p. 986.)

Labour Exit Permits

An Order in Council of June 22, 1945, (P.C. 4274) amending the National Selective Service Civilian Regulations (P.C. 2976) of April 24, 1945, revises section 401 (1) to allow Labour Exit Permits to be granted by Selective Service Officers without reference to the National Selective Service Mobilization Regulations.

Veterans' Preference

The Regulation made by Order in Council (P.C. 8541½) of November 1, 1941, to stipulate that veterans of the war against Germany should have preference in appointments to the Civil Service was amended by an Order in Council of June 20, 1945, (P.C. 4320) to include persons who serve in the war against Japan provided they were residents of Canada at the time they became members of the Forces.

Interdepartmental Committee on Rehabilitation

An Order in Council of June 20, 1945, (P.C. 4383) provides for an interdepartmental committee to consider and report upon any problem of an interdepartmental nature, involving policy concerning the re-establishment or rehabilitation of service men or women or the employment of war workers in civilian industry.

In particular the committee is to co-ordinate the activities of the various departments concerned with the matter, to consider arrangements for preferential treatment of men and women from the Forces in private business and in Government employment, and the most effective utilization of the services of the Armed Forces stationed in Canada, pending

their demobilization, in the production of essential food and other commodities. The committee is to consist of representatives of the Departments of Labour (Chairman), Veterans Affairs (Vice-Chairman), National Defence (Army, Naval Services, and Air), Reconstruction, Finance, Agriculture, and of the Privy Council Office (Secretary).

Government Services Selection and Release Committee

An Order in Council of June 28, 1945, (P.C. 4644), provides for an interdepartmental committee to make appropriate recommendations to the Industrial Selection and Release Board established under an Order in Council (P.C. 3683) of May 24, 1945, (L.G., 1945, p. 811). This Government Services Selection and Release Committee will consist of one representative from each of the Departments of Labour, National War Services, Munitions and Supply, Post Office, and National Defence, and one representative of the Civil Service Commission who is to act as chairman and convenor of the committee.

The committee may undertake surveys and make inquiries, besides making recommendations to the Board concerning the discharge or release of persons in the Armed Forces for employment in the Government service. The Industrial Selection and Release Board will review the committee's recommendations and in turn will make recommendations for discharges or releases to the Armed Forces if in the Board's opinion the releases are necessary for efficient administration or are otherwise in the national interest. The Armed Forces will implement the Board's recommendations according to the exigencies of the Service and subject to the concurrence of the man concerned.

Employment of Young People in Coal Mining

An Order in Council of May 17, 1943, (P.C. 4092, L.G. 1943, pp. 739, 740 and 741), issued to deal with the national emergency in coal production, permitted, among other things, the employment of boys at least 16 years old as coal-miners, and women at least 18 years old as surface workers in and around coal mines, regardless of any Dominion or Provincial law.

This provision has now been struck out by an Order in Council, (P.C. 4845) of July 10, 1945. The new Order, however, permits such persons to continue in their employment if they are now employed as coal-mine or surface workers.

Government Employees Compensation Act

An Order in Council (P.C. 3650) of May 4, 1943, (L.G. 1943, p. 859), provided for the application of the Government Employees Compensation Act to Dominion Government employees suffering injury or death in the course of their employment while performing war work in the Yukon or Northwest Territories. Compensation was to be paid as though the accident had occurred in the Province in which the worker was ordinarily resident, and was not affected by the length of time the worker was employed in the Territory concerned.

A new Order (P.C. 4599) of July 10, 1945, which went into effect April 1, 1945, rescinds the 1943 Order. The above provisions are continued but they are extended to all Government employees whether or not they are engaged in war work. Those ordinarily resident in the Yukon or Northwest Territories or their dependants are to be compensated for industrial accidents occurring while performing work in the Northwest Territories, according to the law of the Yukon Territory. The Government employees Compensation Act provides that compensation for Government employees shall be paid according to the law of the provinces in which the accidents occur.

Family Allowances

Provision is made for the elimination of duplication of benefits by way of family

allowances and income tax credits for children by an Order in Council (P.C. 4405) of June 20, 1945, gazetted June 30.

After July 15, 1945, every employer is required to deduct additional amounts of income tax from the salaries or wages of employees who are claiming as dependants children under 16 years of age for whom family allowances are being paid during 1945. The employees in question are to inform their employers in writing regarding the amount of family allowance payments they expect to receive each month during 1945, their marital status, and their estimated earnings for the calendar year 1945. Tables published with the Order list the percentages of family allowances to be offset by additional income tax deductions.

Canada Shipping Act

By an Order in Council (P.C. 3632) of May 22, 1945, gazetted July 7, under Section 456 (1) of the Canada Shipping Act, 1934, certain materials are declared to be dangerous goods, and provision is made for the method of packing and stowing them, the quantities which may be carried in any ship, and the places within a ship in which they may be carried. The regulations now apply to passenger-ships carrying more than twelve passengers, replacing the former limit of more than twenty-five.

Advisory Boards, Labour Department

An Order in Council of July 24 (P.C. 5209) changes the designation of Regional Selective Service Advisory Boards, which will now be known as Advisory Boards, Labour Department. (See elsewhere in this issue, p. 1083.)

Provincial

Alberta Apprenticeship Act and Tradesmen's Qualification Act

By Orders in Council of June 12, 1945, gazetted June 30, the trade of a bricklayer, mason, tile setter and terrazzo worker is designated as a trade coming within the provisions of the Apprenticeship Act, 1944, and a number of trades under the general description of the "Beauty Culture Trade" are designated as trades to which the Tradesmen's Qualification Act, 1936, applies. "Beauty Culture Trade" includes the various beauty treatments for women, and manicuring for men or women. Only persons holding valid certificates of proficiency in these trades are permitted to engage in them.

Quebec Apprenticeship Assistance Act

The Apprenticeship Commission of the Building and Engineering Construction Trades of Montreal was incorporated under section 6 of the Apprenticeship Assistance Act, 1945, by an Order in Council of June 28, 1945, gazetted July 7. The purpose of the Commission is

to give assistance in the apprenticeship of workers, in the adaptation and readaptation of the infirm, of the injured through industrial accidents and of the wounded in war, in the Island of Montreal and a radius of fifteen miles from its limits.

Quebec Minimum Wage Act

Ordinance No. 14, dealing with maintenance men in public buildings in the district of Montreal, was amended in several respects by an Order in Council of June 21, 1945, gazetted June 30. The Order had been renewed in July, 1944, until Sept. 1, 1945, (L.G. 1944, p. 1053); the amendment became effective on June 30, 1945. As before, the Order applies to Montreal Island and the area within a five-mile radius.

Clauses dealing with maintenance of present earnings, and the ages of elevator operators (not permitting males under 17 and females under 18 to operate elevators) are repealed. The title of the Order is now "Real Estate Undertakings" which includes apartment houses, office buildings, tenement houses, dwellings, and any buildings. Not governed by the amended Order are hotels, restaurants, lodging and boarding-houses, refrigeration and public warehouses, places of amusement as defined in the Amusement Tax Act, and charitable institutions and hospitals which are governed by Ordinance 11, 1944. Stationary enginemen and firemen, who remain under Ordinance 6, 1943, and employees of undertakings not principally doing work covered by Ordinance 14, are also not governed by the Order.

By an Order in Council of May 18, 1945, gazetted July 14, a new Ordinance No. 7 governing the shoe-counter industry in the province of Quebec replaces the former one (L.G. 1938, p. 1350). The new Ordinance which went into effect on July 15 and is to remain in force until Jan. 1, 1947, sets out both minimum and maximum hourly rates, the maximum rates being the highest which employers may pay under the Wartime Wages Control Order (P.C. 9384), according to a finding of the Quebec Regional War Labour Board: Apprentices are defined as employees with less than six months' experience. The rates are as follows:

	Minimum cts. per hr.	Maximum cts. per hr.
Moulders, dinker cutters, machine setters and sample makers	40	55
Moulder-apprentices, and female moulders on automatic machines ...	30	40
Wetters	35	45
Head shippers and shippers	30	50
Female moulder-apprentices on automatic machines.	25	30
Other employees	25	40

The regular work-week of the employees is 50 hours, time and one-half the regular rate is to be paid for work over 12 hours a day and 50 a week. Double time is to be paid

for work on Sundays and on the six wartime public holidays (New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day).

Saskatchewan Child Welfare Act Mothers' Allowances

By an Order in Council of June 15, 1945, gazetted June 30, the regulations governing the payment of mothers' allowances (L.G. 1945, p. 916) were amended by the addition of two clauses to Regulation No. 20.

The Regulation deals with proofs which may be required by the Board before the granting of allowances. The new clauses provide for the Board requiring complete information regarding a transfer or an assignment of any property made by an applicant for a mother's allowance before applying to the Board. If the Board believes that the transfer or assignment was made for the purpose of qualifying for the Allowance, it may refuse to make the grant until the property or its equivalent in value is reassigned or retransferred to the applicant.

Saskatchewan Trade Union Act

Rules for establishing Conciliation Boards under the Trade Union Act, 1944, were issued on April 24, 1945, and gazetted April 30. Either or both parties to a dispute may apply for a Board, but no strike or lockout may occur from the time of application to the Minister until three days after he receives the Board's report.

Within three days after receiving an application, the Minister, if satisfied that the dispute is a proper one for reference to a Conciliation Board, may require each party to nominate one member or if they agree on a joint nomination a one-man Conciliation Board may be set up. In default of nominations by either or both sides within seven days, the Minister may appoint representatives. When the two representatives have been appointed, they are to select a chairman within the next seven days. Each member of the Board may receive \$15 a day and travelling expenses.

The chairman has a casting vote, and the report, submitted within 14 days after the dispute has been referred to the Board, must be that of the majority. A supplementary report reconsidering or clarifying any part of the report at the Minister's request is to be issued in the seven days following the request. A copy of the report must be sent to each party to the dispute and must be made available to any interested person.

Saskatchewan Apprenticeship Act

Regulations governing the motor vehicle repair trade and the building trades were issued under the Saskatchewan Apprenticeship Act, 1944, in Orders in Council of June 29 and July 4, 1945, gazetted July 16.

The regulations dealing with the motor vehicle repair trade call for a ratio of one apprentice to three qualified mechanics in addition to one for the first qualified mechanic working for an employer. The minimum term of apprenticeship is 4,000 hours, including the probationary period of three months and credit is to be given for technical and vocational school training. Members of the Armed Forces may be given credit for training under an approved plan of rehabilitation. Apprentices must have from one to three months of technical instruction for each year of apprenticeship and are eligible for any living allowances being paid by the Government. Terms regarding examinations, registration and transfer, cancellation of certificates, reports, inspection and identification cards are also set out. Rates of wages are listed as percentages of mechanics' rates, and begin at 42 per cent for the first three months, increasing to 47 per cent for the next three months, with an increase of 5 per cent for

each succeeding six months period up to a 93 per cent rate for the last six months of the fifth year of apprenticeship. The weekly hours are set at 48.

The general regulations governing the building trades are the same as the above, but the number of apprentices permitted, the wage rates, and the hours of work differ slightly. The ratio in carpentry, painting and decorating, plumbing, and steamfitting is one apprentice to three journeymen, one to two in plastering and sheet metal work, and one to three in bricklaying and masonry with an additional one to three after the end of the second year. Rates in carpentry and sheet metal work begin at 50 per cent of a journeyman's rates and increase 5 per cent each six months until the rate is 95 per cent in the eighth and last six months' period. The rates in plastering and painting and decorating range from 50 per cent and 55 per cent respectively to 90 per cent in the sixth and last six months' period, while in plumbing and steamfitting the range is from 50 per cent to 95 per cent for ten six months, periods. The rates in bricklaying and masonry are 56c, 80c and \$1.00 per hour for the first, second, and third years respectively, and \$1.12 per hour for the fourth year if another year is found necessary. The weekly hours are set at 44.

Committee of Ontario Legislature to Study Labour Relations Legislation

On July 19 the Ontario Legislature approved a motion by the Premier, for appointment of a Select Committee of the Legislature

to inquire into and review all labour relations legislation of the Parliament of Canada and of the Legislatures of the respective Provinces of Canada and of other jurisdiction and all labour relations legislation of this Legislature with a view to the improvement of labour relations legislation which is in force in this Province, and to consider the means which might most advantageously be taken to provide labour relations legis-

lation on a national scale at the conclusion of the present war and to report thereon.

The Committee is to consist of twelve members, of whom eight will be named by the Minister of Labour, and four from the Opposition, two to be chosen by the Liberals and one each by the Co-operative Commonwealth Federation and the Labour-Progressives.

The Committee is to sit during the recess of the House and is given power to call for papers and for the attendance of persons and to examine witnesses under oath.

Unemployment Insurance Commission Completes Five Years of Service

IN the brief period of five years, a nationwide unemployment insurance organization, with Head Office in Ottawa and 223 branch offices in daily contact with thousands of employers and workers, has become a recognized part of the Canadian economy.

During four of these years, the period in which this organization has been functioning, a fund of nearly \$300,000,000 has been created, a progressive system of employment offices has been operated, and earned benefits have been paid.

Few people are fully aware of just what has been accomplished in bringing Unemployment Insurance into the life of the average Canadian. Even fewer have any conception of the machinery which functions in order that the will of Parliament, as embodied in the Unemployment Insurance Act, may be implemented. Undoubtedly, some of those workers who contribute to the growing fund have doubts respecting the value of the plan. When they become beneficiaries, their doubts are dissipated, particularly if they compare the amount of their benefit from week to week with their weekly contribution.

The general lines of the administrative organization which directs the machinery of unemployment insurance are laid down in the Unemployment Insurance Act of 1940. This Act received the Royal assent on August 7 of that year. It has been amended in certain particulars since it was passed, and amendments are found to be necessary from time to time as the operation of the plan develops the need for change in the law. The main features remain, however, insofar as the general setup of the administrative organization is concerned.

Composition of Commission

A Commission consisting of three members, a Chairman, one member appointed on the nomination of employee organizations, and one member appointed on nomination of employer organizations, administers the Act. For purposes of administration, Canada is divided into five Regions. The Maritime Region embraces the three Maritime Provinces. The Province of Quebec is a Region in itself. The Province of Ontario, as far west as a line drawn east of Fort William and running north to Hudson Bay, constitutes the

third Region. The Prairie Region takes in the remainder of Ontario, the Provinces of Manitoba, Saskatchewan, Alberta and a small part of northern British Columbia. The remainder of British Columbia comprises the fifth Region.

Under the Commission and reporting directly to it is an Executive Director. At the head of the administration of each Region is a Regional Superintendent. The Regional Superintendents report to the Executive Director in Ottawa. The Local Offices in each Region report to the Regional Superintendent of that Region. Thus, it will be seen that while Ottawa exercises a supervisory control over the whole of Canada, each Region operates more or less as a separate unit.

The Head Office organization may be roughly divided into two main branches. These deal with insurance and employment respectively. The Unemployment Insurance Act gave to the Commission control over the collection of unemployment insurance contributions and the payment of insurance benefits. But, equally important, the Commission was directed to operate a chain of Employment Offices across Canada which would serve, not only those persons employed in insurable occupations, but all Canadian employers and workers.

Employment Offices Essential

It will be readily seen that this chain of Employment Offices is a necessary and vital part of an Unemployment Insurance plan. Parliament recognized, just as in other countries where unemployment insurance is effective, that the first thing to try to do for a man or woman worker who has lost employment is to provide him or her with suitable work. Only if it is found impossible to provide suitable employment should benefit be payable. This principle is not only important to the employee who naturally receives appreciably higher wages than can possibly accrue from benefit, but it is also important to the fund which, if used indiscriminately, might before long become seriously depleted. It is the function of the Commission to administer the fund fairly and equitably, and machinery exists to see that justice is done in the payment of benefit.

Consequently, the Employment Service Division works closely with the Insurance Division not only at Ottawa but throughout the Service. When a man becomes unemployed and applies for benefit, he must wait while an effort is made to obtain for him suitable work. Not only is the locality where he makes application examined in order to find him a job, but through a system of clearance, records of opportunities throughout the Dominion are reviewed in order to find what he requires. The service is free, nationwide, and is organized so as to eliminate unnecessary delay.

In addition to the main Divisions of Employment and Insurance, the Commission has found it necessary to organize certain other branches at Head Office. The Commission's family in the field now numbers more than 4,000. Such a large number of employees requires the supervision of a Branch at Ottawa. Thus, a Division in charge of personnel is functioning constantly. It deals with appointments, resignations, dismissals, promotions, salaries, and all those other details which enter into the lives of the employees of a large organization. Another Division takes charge of staff training, reviews the organization of staff in the various offices and conducts a general inspection from time to time of the operations of the 200 odd offices across Canada. The organization of a Public Relations Division is in prospect, it being recognized by the Commission that the explanation and interpretation of unemployment insurance to the public is an important part of the work which should be done.

Organization of Insurance Division

The Insurance Division and also the Employment Division are divided into various sections. In the Insurance Division there are sections devoted to coverage, contributions, inspection, audit, payment of benefit, etc. The Employment Division includes general placement, special placements, including the placement of handicapped persons, placement of veterans, and the issuance of Labour Exit Permits. Speaking generally, all other employment activities are under its control.

This brief survey would be incomplete without reference to the machinery which has been provided to ensure that contributors under the Unemployment Insurance plan who claim benefit receive fair treatment. In the Unemployment Insurance Act, Parliament provided for the establishment of Courts of Referees to which an applicant for benefit may appeal if he feels that his claim has been unfairly dealt with by the officers of the

Commission. These Courts of Referees have been established throughout Canada and employers and employees are equally represented on them. Finally, if the decision of a Court of Referees does not satisfy a claimant, he can, under certain conditions, appeal to the Umpire. The decision of the Umpire is final in all cases. As required by the Act, the Umpire is appointed from amongst the Judges of the Exchequer Court of Canada or from the Superior Courts of the Provinces. The Umpire is Hon. Lucien Cannon, a judge of the Superior Court of Quebec. Deputy Umpires may be appointed if necessary.

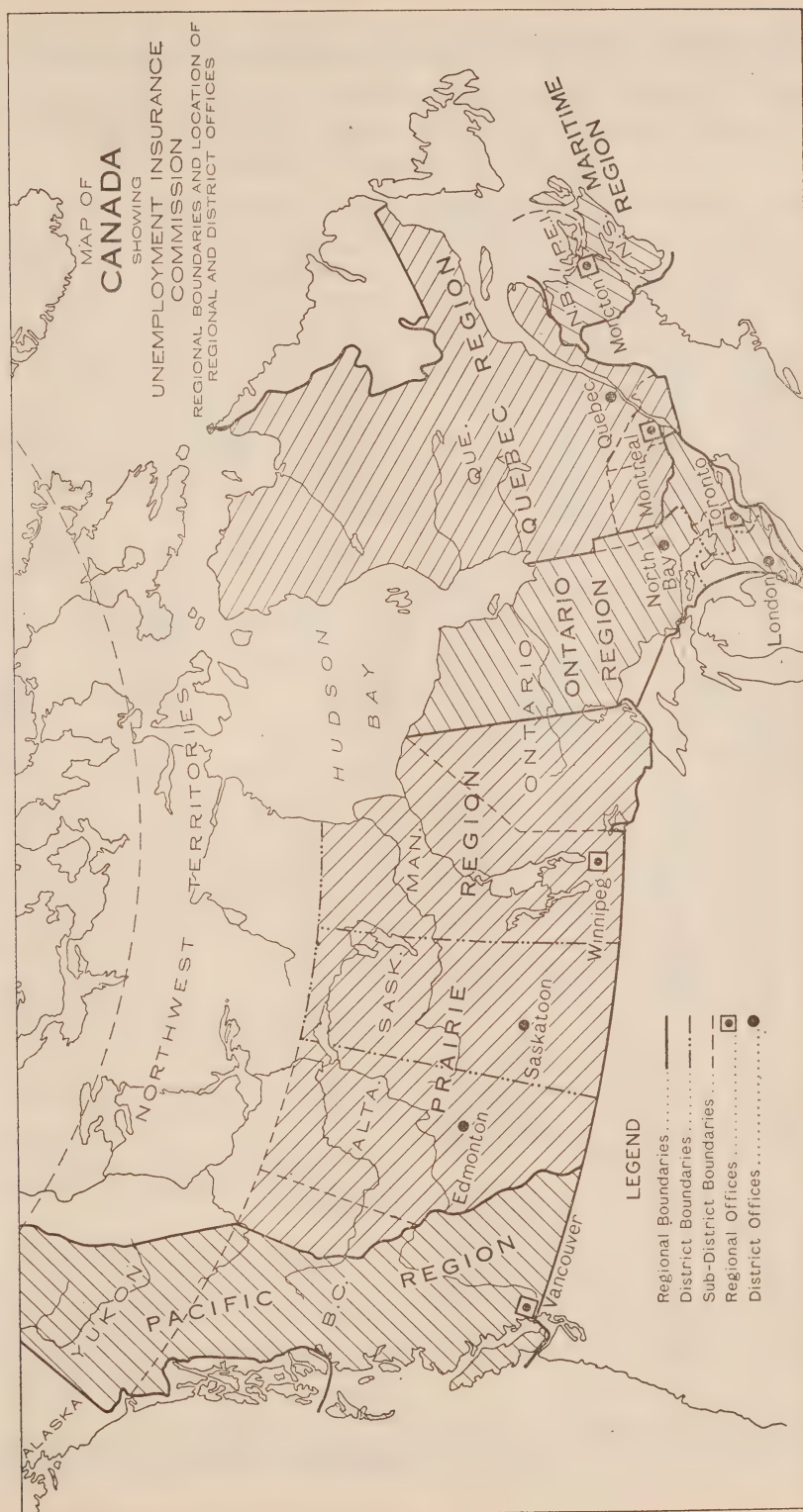
Work of Advisory Committees

The Commission has the benefit of advice from a number of bodies which have been established in different fields of its activities. In the field of employment, a National Employment Committee with Mr. R. J. Tallon as Chairman, has been established, as required by law, to advise the Commission on problems of National significance in the employment field. Regional Committees function in the Regions, and Local Committees advise Managers of Local Offices on problems of their particular section. There are now sixty Local Committees in Canada.

The Insurance Advisory Committee of which Dr. W. A. Mackintosh, Economic Adviser, Department of Finance, is Chairman, concerns itself with the level or fluctuations of the Unemployment Insurance Fund, reporting to the Government if it considers the Fund is imperilled in any way as a result of events, or if, on the other hand, it has become too large. This Committee suggests amendments to the Act, in its insurance features, and generally acts as a compass which can indicate to the Commission and to the Government the course which should be followed.

An Investment Committee headed by Mr. Graham F. Towers, Governor of the Bank of Canada, ensures that the sums collected from employers and employees, as well as the Government, shall be properly and advantageously invested.

(The above is the first article in a series dealing with the administration of unemployment insurance. From time to time other articles will appear in the LABOUR GAZETTE dealing with the activities of the different Divisions and Branches under the direction of the Unemployment Insurance Commission. The map of Canada appearing in association with this article indicates the Regional boundaries. It will be observed that the country is divided into five regions for the purpose of administering the Unemployment Insurance Act.)



*Activities of Unemployment Insurance Commission**

Statistical Analysis of Claims and Benefit—Insurance Registrations— Unemployment Insurance Fund—Training for Employment Service—Decisions of Umpire

A TOTAL of 10,857 claims for Unemployment Insurance benefit was recorded in Canada during June. This represents an increase over May when 8,825 claims were filed and a considerable increase over June, 1944, when claims totalled 3,226. These figures reflect to some extent the effects of continuing lay-offs from war industries following the cessation of hostilities in Europe. The normal seasonal fluctuation in employment at this time of year should result in successive monthly decreases in the number of applications for benefit. For example, the numbers of claims filed during the months of May and June, 1944, were, successively, 4,654 and 3,226.

A similar increase is noted in the number of persons signing the live unemployment register during the last week of June compared with the same period in May and in June, 1944. In all, 17,242 persons (9,230 males and 8,012 females) signed during the last six working days in June as against 16,645 (10,044 males and 6,601 females) in May and 4,707 persons (3,502 males and 1,205 females) in June, 1944.

Of the 11,085 claims adjudicated at insurance offices during June, 9,339 were considered entitled to benefit and 1,746 not entitled to benefit. The chief reasons for non-entitlement were: "Insufficient contributions while in insurable employment" (858 cases); "voluntarily left employment without just cause (536 cases); "discharged for misconduct" (132 cases) and "not capable of and not available for work" (123 cases).

During June, 16,921 persons received benefit payments totalling \$579,326 for 303,443 compensated unemployed days compared with 21,294 persons paid \$672,869 for 349,996 days in May and 7,983 persons paid \$247,891 for 128,922 days during June, 1944.

The average duration of compensated unemployment was, then, 17.9 days in June, 16.4 days in May and 16.1 days in June, 1944. The average amount of benefit paid per beneficiary was \$34.24 in June, \$31.60 in May and \$31.05 in June, 1944. The average amount of benefit paid per compensated day of unemployment was \$1.91 in June, \$1.92 in May and \$1.92 in June, 1944.

* Material in this section is provided by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at June 30, 1945, 2,459,686 employees were issued with insurance books and had made contributions to the fund at one time or another since April 1, 1945, an increase of 222,409 since May 31, 1945.

As at June 30, 1945, 143,202 employers were registered as having insurable employees, an increase of 1,906 from May 31, 1945.

Registration as at June 30, 1945, by regions follows:

TABLE 1—REGISTRATIONS AS AT JUNE 30, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,351	176,163
Quebec	38,868	771,516
Ontario	53,047	984,157
Prairie	25,760	316,358
Pacific	14,176	211,492
Total for Canada..	143,202	2,459,686

Unemployment Insurance Fund

Total employer-employee contributions during June amounted to \$5,109,555.33. This figure shows very little difference from the corresponding figure for June, 1944, when the total employer-employee contributions were \$5,230,152.47.

Benefit payments in June this year amounted to \$578,133.26. While this represents a decrease of 13.9 per cent from the previous month, benefits paid in June this year were 135.4 per cent higher than benefits paid in June, 1944, when the figure was \$245,534.06.

Total revenue for June was \$6,478,536.40. After deducting benefit payments the net increase to the Fund during the month was \$5,900,403.14.

Training for Employment Service

The Staff Training program of the Employment Service and Unemployment Insurance Branch of the Department of Labour is now concentrated on employment practices and procedures in the local Employment and Selective Service offices.

It is recognized that foremost amongst the needs of the post-war era will be the necessity

for an efficient Employment Service. With this in mind a Training School was conducted in Ottawa from July 9 to 17. This School was attended by about 30 of the senior personnel from the five regional offices and the larger local offices. An Employment Manual has been

issued outlining the practices and procedures to be followed by local offices, and this was used as a basis for the intensive training in employment work.

Most of those trained at this School will, in turn, conduct area schools to be attended by

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942 TO JUNE, 1945

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,667	13,307
April.....	2,925	3,953	6,463	8,430
May.....	2,799	2,027	4,654	8,825
June.....	4,629	1,772	3,226	10,857
July.....	2,668	1,087	3,106	
August.....	1,855	1,370	3,241	
September.....	1,118	1,013	3,715	
October.....	1,058	1,475	6,222	
November.....	1,748	2,896	11,798	
December.....	3,337	6,562	13,770	
Total.....	26,924	36,660	90,897	76,821

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES JUNE, 1945

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	42	34	8	44	34	5	22
Nova Scotia.....	937	835	102	734	933	97	115
New Brunswick.....	456	390	66	369	211	140	103
Quebec.....	4,585	3,742	843	4,430	3,830	839	911
Ontario.....	2,549	2,182	367	2,400	1,992	293	335
Manitoba.....	923	703	220	1,297	1,142	186	128
Saskatchewan.....	301	241	60	283	236	33	39
Alberta.....	515	399	116	488	501	50	128
British Columbia.....	549	432	117	510	453	103	164
Total, Canada, June, 1945.....	10,857	8,958	1,899	10,555	9,339	1,746	1,945
Total, Canada, May, 1945.....	8,825	7,210	1,615	8,072	6,148	1,865	2,475
Total, Canada, June, 1944.....	3,226	2,604	622	2,999	2,276	881	1,394

TABLE 4.—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of June, 1944	Month of June, 1945	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	222	853	2,356
Not capable of and not available for work.....	30	123	254
Loss of work due to a labour dispute.....	223		36
Refused offer of work and neglected opportunity to work.....	12	50	225
Discharged for misconduct.....	40	132	638
Voluntarily left employment without just cause.....	296	536	2,099
Other reasons ⁽¹⁾	58	47	182
Total.....	881	1,746	5,790

⁽¹⁾ These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions, claimants being in class "O" contributions; claimants being inmates of prisons, etc.

local office personnel engaged in employment work. In this way personnel all across the country will receive training to equip them to handle the employment problems as they meet them in the local employment offices.

Conference of Ontario Chapter, I.A.P.E.S.

Organized about a year ago, the Ontario Chapter of the International Association of

Public Employment Services held its first Annual Conference at Milford Haven, Muskoka, Ontario, June 22 to 24, 1945.

The organization of Chapters of the International Association is a development resulting from the widely extended membership which now numbers approximately 17,000 in the United States and Canada. The purposes of the organization as defined in the constitu-

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, JUNE, 1945

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid \$
Prince Edward Island.....	76	29	1,289	2,244
Nova Scotia.....	1,094	571	19,108	37,706
New Brunswick.....	369	138	5,684	10,955
Quebec.....	8,214	2,850	139,351	260,874
Ontario.....	2,246	998	39,101	76,363
Manitoba.....	2,056	670	36,512	68,144
Saskatchewan.....	495	116	9,176	17,524
Alberta.....	721	397	22,022	43,257
British Columbia.....	1,650	430	31,200	62,259
Total, Canada, June, 1945.....	16,921	6,199	303,443	579,326
Total, Canada, May, 1945.....	21,294	6,057	349,996	672,869
Total, Canada, June, 1944.....	7,983	2,733	128,922	247,891

Average duration of unemployment compensation..... 17.9 days

Average amount of benefit paid per person..... \$34.24

Average amount paid per compensated day of unemployment..... \$1.91

TABLE 6—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT JUNE 30, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	305	90	395
Clerical Workers.....	790	1,216	2,006
Sales Workers.....	391	794	1,185
Service Workers.....	953	595	1,548
Agricultural Workers and Fishermen.....	30	70	106
Food Workers.....	45	396	441
Textile and Clothing Workers.....	143	20	169
Loggers.....	4	.....	4
Sawmill and Wood Operators.....	39	.....	39
Printing Workers.....	29	.....	29
Shoe and Leather Workers.....	33	.....	33
Stone, Clay and Glass Workers.....	2	.....	2
Electrical Workers.....	83	.....	83
Coal Miners.....	39	.....	39
Other Miners (except coal).....	15	.....	15
Construction Workers (except carpenters).....	158	.....	158
Carpenters.....	255	.....	255
Machine Shop Workers and Operators.....	439	.....	439
Sheet Metal Workers.....	28	33	61
Foundry, Smelter and other Metal Workers.....	340	716	1,056
Miscellaneous Skilled Workers.....	1,169	961	2,130
Automobile and Other Mechanics.....	164	.....	164
Miscellaneous Unskilled Workers—Heavy Labour.....	1,585	.....	1,585
Miscellaneous Unskilled Workers—Light Labour.....	2,191	3,109	5,300
Totals.....	9,230	8,012	17,242

TABLE 7—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT JUNE 30, 1945

	19 and Less		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA.....	479	1,133	1,502	3,809	1,863	2,222	1,234	645	907	104	3,245	99	9,230	8,012	17,242

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION, INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO JUNE 30, 1945

Month	CONTRIBUTIONS (Gross less refunds)						Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government				
Total from July 1, 1941 to Dec. 31, 1944	\$ 108,602,761 96	\$ 43,021,805 60	\$ 50,433,437 79	\$ 1,349,789 42	\$ 203,407,794 77	\$ 40,681,558 94	\$ 10,525,471 73	\$ 254,614,825 44	\$ 4,544,832 94	\$ 250,070,242 50
1945										
January.....	2,828,387 24	988,675 22	1,414,265 78	50,924 80	5,282,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	256,076,686 80
February.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 34	922,816 87	97,469 93	5,634,401 14	821,052 62	260,890,035 32
March.....	3,402,135 65	1,089,941 63	1,488,125 78	39,568 51	6,019,771 57	1,203,954 33	1,441,374 50	8,665,100 40	1,520,675 86	268,034,459 86
April.....	2,564,201 14	900,036 34	1,383,744 70	49,692 52	4,897,674 70	979,534 94	275,250 00	6,152,459 64	590,203 31	273,596,716 19
May.....	2,691,404 87	1,079,743 91	1,398,222 29	114,442 73	5,283,813 80	1,056,762 76	2,673,807 50	9,014,384 06	671,326 41	281,939,773 84
June.....	2,668,624 06	900,636 91	1,394,100 09	146,194 27	5,109,555 33	1,021,911 07	347,070 00	6,478,536 40	578,133 26	287,840,176 98
Total.....	16,514,210 74	5,844,767 95	8,399,975 64	448,198 45	31,207,152 78	6,241,430 58	5,048,346 93	42,496,930 29	4,726,995 81	287,840,176 98
GRAND TOTAL.....	125,116,972 70	48,866,573 55	58,833,413 43	1,797,987 87	234,614,947 55	46,922,989 52	15,573,818 66	297,111,755 73	9,271,578 75	287,840,176 98

The Column "Interest on Investments and Profit on Sale of Securities" represents:—
(a) Interest received on due dates from various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—
Arrears of contributions from Government Departments in November 1944.....\$ 940,000 00
Penalties.....4,487 80
Contributions in respect of Service in the Armed Forces.....850,496 06
Miscellaneous.....3,024.01
\$ 1,797,987 87

tion of the Ontario Chapter adopted at the meeting in June may be summarized as follows:—

(1) To improve and to assist in professionalizing the work of employment placement officers in Canada, the United States and other countries.

(2) To further the study of employment placement and unemployment insurance problems and procedure.

(3) To further develop and improve National Standards of Government officials engaged in the administration of employment placement and unemployment insurance offices.

About 200 officials of the Ontario offices of the Unemployment Insurance Commission

attended the conference in June. Addresses were given by several leading personnel and employment service experts of the United States and Canada. A delegation from the Detroit and Michigan Chapter were present and made a presentation of a large silk Union Jack to the Ontario Chapter.

The officers chosen for the current year are as follows: Past President, R. Pratt, Ottawa; President, C. S. Raper, Toronto; Vice-President, Miss M. McIrvine, Brantford; Secretary, T. A. Phillips, Toronto; Treasurer, P. G. Jones, Toronto.

The Ontario Region was divided into 11 districts, each of which will elect one member to the Executive.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions of appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April issue of the *LABOUR GAZETTE*, page 534, and continued in the May issue, page 733, the June issue, page 883, and the July issue, page 1032. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike, brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

As announced in the earlier issues, the selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU—B 35

(April 26, 1945)

A claimant filed a claim for benefit at an office of the Commission, and then without approval of that office registered at another local office and made the usual declaration regarding days of unemployment; HELD: That under the Unemployment Insurance Benefit Regulations, prior approval of the original office is necessary, but in this particular case the Insurance Officer could not disqualify the claimant in view of the approval given by the other local office, and in view

of the fact that the office of origin had been informed that the claimant would report at another office and did not raise any objection.

The material facts of the case are as follow:—

The claimant, a single woman aged 28 years, was employed as a clerk in a government department. She became unemployed on August 12, 1944, and on making a claim for benefit was advised that she was to report at the Local Office on August 18. She left the city, however, shortly after she had made her claim for benefit and on the 18th of August reported to the Commission's Office at another point.

The Insurance Officer disallowed the claim on the ground that the claimant had failed to report at the Local Office of origin, as required by the Regulations, and as she was directed to do.

The claimant appealed from this decision to the Court of Referees which unanimously upheld the decision of the Insurance Officer.

From this decision the claimant appealed to the Umpire.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons:

Section six of the Unemployment Insurance Benefit Regulations contained the following provisions:

"6. (1) A claimant shall, as evidence of being unemployed, attend at the Local Office where he last claimed benefit or with the approval of the Commission at some other Local Office, on every working day or on such days as the Commission may direct, at such times as the Commission may direct, and if required to do so, shall there sign a register in such form as the Commission may from time to time provide.

“(2) The Commission may, in any case, dispense with the requirements of subsection (1) and in any such case, a Claimant shall furnish such written evidence of unemployment as the Commission may require.”

Notwithstanding these provisions of the Benefit Regulations the Local Office allowed her to sign the Unemployment Register in order to prove unemployment. This office communicated with the Local Office of origin and that office raised no objection at that time to the claimant continuing to report for the time being to the current Local Office.

There can be little doubt as to the purpose and meaning of subsection (1) of Section 6 of the Benefit Regulations. If the claimant wishes to register at some office other than that in the district where she became unemployed, the claimant is required first to obtain the approval of the Local Office of origin. This the claimant failed to do and if it were not for the action of both Local Offices in directing the claimant to register, the appeal would have been disallowed. The fact cannot be overlooked, however, that although it was contrary to the provisions of the Regulations the current Local Office did permit the claimant to register there and prove unemployment and no objection to this was raised by the Local Office of origin when the matter came to its attention. It is clear, therefore, that the Insurance Officer is estopped by the actions of those Local Offices from saying that the claimant did not attend at the Local Office in accordance with the Regulations.

CU—B 38

(May 21, 1945)

The claimant, a stenographer, who had been receiving benefit for five months, refused to apply for employment as a clerk and window decorator, notified to her by the Local Office of the Commission; HELD: That in the circumstances of this case, five months of unemployment constituted a reasonable lapse of time after which employment should not be deemed to be unsuitable by reason only that it is employment of a kind other than employment in the usual occupation of the claimant, as it allowed her adequate opportunity of obtaining employment which was in keeping with her training and experience. The claimant, therefore, has not shown good cause for failure to apply for the employment which was notified to her and which is considered to be suitable.

The material facts of the case are as follows:

The claimant, a married woman aged 27 years, was employed as a stenographer until July 22, 1944, when she was laid off due to shortage of work. Previously she had been

engaged elsewhere as a stenographer. Her rate of salary was \$85.00 per month. On May 31, she left her employment as a stenographer in order to be married. The claimant filed a claim for benefit on August 10, 1944, and since then she has been on benefit. She has been referred by the Local Office to three positions. In all three instances she applied for work as a stenographer and was not accepted. On January 25, 1945, the claimant was notified by the Local Office of a situation as window decorator and sales clerk for a chain notion store. The rate of salary was \$12.00 per week. The claimant refused to apply for the employment as she claimed she was trained for stenographic work and had no experience as a sales clerk. It appears that the employer did not require experienced girls for the employment offered.

The Insurance Officer, in consideration of the fact that the claimant had been on benefit for five months and that apparently there is little or no opportunity of employment for stenographers in the district, decided that the employment notified to the claimant was suitable within the meaning of the proviso to section 31 (b) (iii) of the Act and was of the opinion that the claimant had not shown good cause for refusing or failing to apply for the employment notified as required under section 43 (b) (i). The claimant was, therefore, disqualified for receipt of benefit for six weeks commencing January 25, 1945.

The claimant appealed from this decision to the Court of Referees, explaining that according to the “Employee’s Booklet” issued by the Commission, the position which had been offered to her was one for which she was not suited and that, therefore, she considered herself justified in refusing it.

The Court of Referees unanimously allowed the claim on the ground that where a claimant has had technical training and is experienced in a skilled trade such as stenography, it is not reasonable in the absence of special circumstances to insist on her making a complete change of occupation and sacrificing her training and experience. It was the opinion of the court that a skilled worker is entitled to adequate opportunities of obtaining employment which is in keeping with her training and experience before being required to make a complete change in occupation.

From this decision the Insurance Officer appealed to the Umpire.

DECISION

The Umpire’s decision was that the claim should be disallowed and the claimant disqualified for receipt of benefit for a period of six weeks commencing January 25, 1945, and gave as his reasons that:

Section 31 provides that an insured person shall not be deemed to have failed to fulfil the third statutory condition by reason only that he has declined an offer of employment of a kind other than employment in his usual occupation at wages lower, or on conditions less favourable than those which he might reasonably have expected to obtain, having regard to those which he habitually obtained in his usual occupation, or would have obtained had he continued to be so employed.

There is a proviso to the effect that after the lapse of such an interval from the date on which an insured person becomes unemployed as, in the circumstances of the case, is reasonable, employment shall not be deemed to be unsuitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers.

It is considered that in the circumstances of this case five months constitutes a reasonable lapse of time, after which employment should not be deemed to be unsuitable by reason only that it is employment of a kind other than employment in the usual occupation of the claimant, as it allowed the claimant adequate opportunities of obtaining employment which was in keeping with her training and experience. The claimant has not shown good cause for failure to apply for the employment which was notified to her, and which is considered to be suitable.

CU—C 6

(April 12, 1944)

Dental assistants employed in dentists' offices and who had no special training at a recognized institution teaching nursing as a profession, and dental nurses who had no professional experience as a nurse in the ordinary meaning of that term, claimed that they were in excepted employment; HELD: Dental assistants and dental nurses who had no previous experience in nursing, who did not graduate from an accredited School of Nursing and who were not probationers undergoing training for employment as professional nurses for the sick, are not professional nurses for the sick, nor probationers undergoing training for employment as professional nurses for the sick, and are therefore insurable.

DECISION

This is a reference to the Umpire under Section 49 of the Act of a question submitted to the Commission for decision pursuant to Section 46 of the Act.

The applicant, Mrs. A, is employed by Dr. B, Dentist, of X, and she describes her duties as "constant assistance at the dental chair in all operations; sterilization and care of dental instruments; taking and developing of dental X-rays; and laboratory work". In addition to the duties outlined by the applicant, it is understood that dental nurses and assistants usually attend to telephone calls, look after accounts and assist in maintaining the tidiness of the dental office. It would appear that the applicant has had no professional experience as a nurse in the ordinary meaning of that term and no special training in a recognized institution teaching nursing as a profession, and officers of the Unemployment Insurance Commission expressed the opinion that the applicant was engaged in insurable employment within the meaning of the Act and required that contributions be made in respect of her employment by Dr. B.

The applicant was not satisfied with that opinion and formally submitted to the Commission, for decision, under Section 46 of the Act, the question whether her employment is such employment as to make her an insured person. Pursuant to Section 49 of the Act the Commission referred the question to me for decision.

Section 13 of the Act is in the following terms:

"Subject to the provisions of this Act, all persons who are employed in any of the employments specified in Part I of the First Schedule to this Act, not being employment specified as excepted employments in Part II of that Schedule shall be insured against unemployment in manner provided by this Act."

The first point to which attention must be directed is whether the employment is described by Paragraph (a) of Part I of the First Schedule and there seems to be no room for doubt that this is the case, and, the applicant raises no question in this regard.

The next point for determination is whether or not the employment is described in Part II of the First Schedule which lists the excepted employments. The relevant paragraph is Paragraph (h) which sets out as one of the excepted employments—

"Employment as a professional nurse for the sick or as a probationer undergoing training for employment as such nurse".

Each and every one of the words in this exception must be carefully weighed in order to appreciate the true meaning of the exception considered as a whole.

Briefly, then, the question I must decide is the following—Is the employment of the applicant "employment as a professional nurse for the sick" within the meaning of Paragraph (h) mentioned before?

The words "for the sick" necessarily limit the group of nurses covered by the exception and the word "Professional" necessarily removes practical nurses from the exception. The words "professional nurse for the sick" might not limit the field sufficiently were it not for the words which follow, i.e., "or as a probationer undergoing training for employment as such nurse". The word "probationer" in relation to nursing has acquired a fairly definite meaning and that is—a person who is training at an accredited school of nursing operated in conjunction with a hospital or some other recognized institution.

On carefully reviewing this exception in its context in relation to the purpose of the Act, I am satisfied that the exception contained in Paragraph (h) of Part II of the First Schedule means professional nurses working at their profession as such. To establish professional standing the applicant must be in a position to submit evidence of graduation from an accredited school of nursing operated in conjunction with

a hospital or some other equally conclusive evidence of professional status. Further, to come within the exception the applicant must show that she is engaged in the practice of her profession.

In this case I find that the applicant had no previous experience in nursing prior to her employment by Dr. B; she had not graduated from any accredited school of nursing; she had not been a probationer undergoing training for employment as a professional nurse, and, consequently, I find that her employment is not described by Paragraph (h) of Part I of the First Schedule and that her employment was "such employment as to make the person engaged therein an insured person" within the meaning of Section 13 of the Act and Paragraph (a) of Section 46 of the Act.

Ottawa, April 12, 1944.

(Sgd.) LUCIEN CANNON,
Umpire.

Industrial Accidents in Ontario

THE Industrial Accident Prevention Associations of Ontario have issued a statement showing accident and compensation figures for the first six months of 1945, compared with the same period in 1944.

The figures show a slight decline in the total number of injuries reported to the Workmen's Compensation Board, as compared with the previous year, but an increase in the number of fatal cases and in the total compensation paid.

The figures are as follows:—Total injuries reported, 1944, 61,245; 1945, 59,443. Fatal cases included in total, 1944, 175; 1945, 239. Total compensation and medical aid awarded, 1944, \$6,423,032.58; 1945, \$6,720,603.78. Medical aid costs in above figures, 1944, \$992,141.40; 1945, \$1,018,126.38.

In June, 1945, there were 9,717 accidents reported by industry to the Workmen's Compensation Board of Ontario, including 36 fatal cases. In that month the awards by the Board totalled \$1,225,254.23 of which \$184,583.62 were for medical aid.

Accident Prevention

The basic principles of education for safety were summed up in a recent issue of the Associations' monthly bulletin, as follows:—

1. Discover the basic causes of accidents by careful clinical investigation.
2. Make the program of safety education fit the individual.
3. Test the effectiveness of the educational program.
4. Make work conditions conducive to safety.
5. Provide a continuous safety program, giving all workers their places.
6. Give attention to group morale.
7. See that the proper introduction of the worker to the job is coupled with adequate training on the job.
8. Pay attention to the factors of age, inexperience, physical condition and suitability for the job.
9. Give attention to general work attitudes, to bad habits, and to unsafe practices, as well as emotional conditions.
10. The job is never done. You cannot afford to relax your efforts.

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment across Canada.

The employment situation at the beginning of June, 1945, as reported by employers.—Industrial employment throughout the Dominion was in smaller volume at June 1 than at May 1. This recession at June 1, although slight was, according to the Dominion Bureau of Statistics, without parallel in the experience of the last 25 years.

The index number at May 1 was 175·5 and that of June 1 was 175·3. The index at June 1, 1944, was 180·5 and at June 1, 1943, it stood at 181·2.

The Bureau's report was tabulated from 15,328 firms with a combined working force of 1,790,072 men and women as compared with 1,791,799, or a decrease of 0·1 per cent from May 1.

Employment in manufacturing showed a fairly large contraction, the co-operation establishments releasing over 8,000 employees. Among the non-manufacturing industries, logging showed a contra-seasonal loss of nearly 1,400 workers, partly as a result of unfavourable weather conditions. Mining operations also declined, but no general change was shown in services and trade. Additions to staffs were reported in communications, transportation and storage, and construction and maintenance. In each case, these gains were seasonal in character.

The per capita earnings in the nine leading industries stood at \$32.16, as compared with \$32.58 at May 1, and \$31.83 at June 1, 1944.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit increased during June, the number being 10,857 as compared with 8,825 in May and 3,226 in June, 1944.

Report on employment conditions, July, 1945.—The sharp downward trend in the manpower needs of Canadian industries which was evident during the previous month continued throughout July. Employment Offices reported that the demand for workers totalled

127,742 at July 19; this was 8,231 less than the number required four weeks earlier. However, the supply of available workers, as indicated by the number of applicants registered at employment offices but not yet referred to specific jobs, continued to rise and at July 20 totalled 49,544, an increase of 3,609 during the month.

Applications for Employment; Vacancies, and Placements, June, 1945.—Reports received from the Employment Offices of the Unemployment Insurance Commission during the four-week period June 1 to June 28, 1945, showed a slight decrease in the daily average of placements in employment when compared with the preceding four weeks and a greater decline when compared with the four weeks June 2 to June 29, 1944. The most noteworthy changes under the first comparison were a gain in construction and a loss in forestry and logging. Under the second comparison small gains were recorded in construction, forestry and logging, and fishing, hunting and trapping, but all other industrial groups showed losses the most pronounced being in manufacturing, services and trade. During the period under review there were 189,782 vacancies reported, 191,749 applications for employment and 121,535 placements effected in regular and casual employment.

Unemployment in Trade Unions.—The percentage of unemployment among trade union members decreased slightly to 0·5 at the close of the quarter ended June 30. At the end of the previous quarter the percentage was 0·7 and at the end of June, 1944, was 0·3.

The June, 1945, figure was based on reports received from 2,238 local labour organizations, having a total membership of 414,150.

Total employment in Canada.—A preliminary estimate of Canada's total manpower distribution made by the Research and Statistics Branch of the Department of Labour indicates that at April 1, 1945, 4,296,000 persons 14 years of age and over were gainfully occupied, of whom 3,246,000 were in non-agricultural industry, including 901,000 in war industry. In addition there were 762,000 persons in the Armed Forces.

The Employment Situation at the Beginning of June, 1945, as Reported by Employers

INDUSTRIAL employment throughout the Dominion was in smaller volume at June 1 than at May 1. Although the decline was slight, involving the release of only 1,727 persons, it is particularly interesting for the reason that a recession at June 1 is without parallel in the experience of the last 25 years. The Dominion Bureau of Statistics tabulated information from 15,328 firms with a combined working force of 1,790,072 men and women; as compared with 1,791,799 in their last return, there was a decrease of 0.1 per cent, which lowered the index number, on the 1926 base, from 175.5 at May 1 to 175.3 at the date under review. The index at June 1, 1944, had been 180.5, and that at June 1, 1943, 181.2. With these exceptions, the latest index is higher than at any other June 1 of the record, exceeding by 55 per cent that of 113.1 at June 1, 1939. After correction for seasonal influences, the adjusted index at June 1 showed an important decline, falling from 182.2 at May 1 to 175.3 at the date under review; the latter figure coincides with the unadjusted index.

Employment in manufacturing showed a fairly large contraction, the co-operating establishments releasing over 8,000 employees. A minor falling-off had been indicated at the same date of last year, when employment in

this industrial group was at a much higher level. A decrease at June 1 is at variance with the usual seasonal movement in the early summer. Animal food, lumber and pulp and paper plants showed noteworthy improvement at the date under review, and there were smaller gains in certain other branches of manufacturing. On the other hand, curtailment in war production considerably reduced activity in non-ferrous metal, chemical and iron and steel factories.

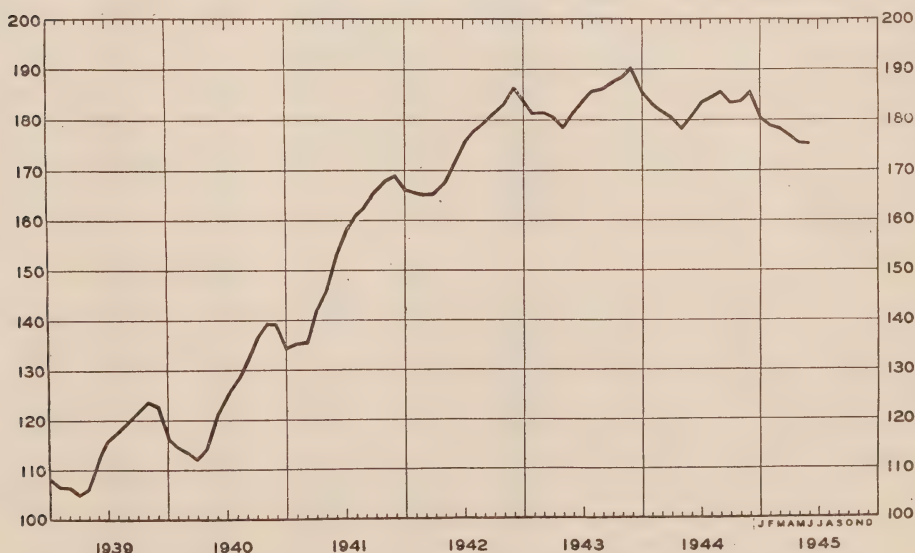
Among the non-manufacturing industries, logging showed a contra-seasonal loss of nearly 1,400 workers, partly as a result of unfavourable weather conditions. Mining operations also declined. No general change was shown in services and trade, while additions to staffs were reported by firms in communications, transportation and storage, and construction and maintenance. In each case, these gains were seasonal in character; those in the last two divisions were on a scale decidedly below average, according to the experience of past years.

Payrolls

The firms co-operating in the monthly survey at the beginning of June disbursed the sum of \$57,461,926 in salaries and wages for

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



services rendered in the week preceding, which had contained Victoria Day, observed as a holiday in some centres. The latest aggregate was less by 1.5 per cent than that of \$58,315,367 reported in the eight leading industries at the first of May; the reduction was due in part to the loss of working time on the holiday, but the release of workers in the higher-paid industries, and the increased employment of those in the lower-paid divisions, were also contributing factors. The average earnings per employee fell from \$32.55 at May 1 to \$32.10 at June 1, as compared with \$31.80 at June 1, 1944, and \$30.93 at the same date in 1943. In the last 12 months, there has been a decline of 1.9 per cent in the index of aggregate payrolls, accompanying that of 2.9 per cent in the number in recorded employment.

When the figures of employment and payrolls in financial institutions are included, the

survey shows that the total number in recorded employment in the nine leading industries at June 1 was 1,856,871, as compared with 1,858,450 at the beginning of May. The weekly payroll fell from \$60,556,528 at that date, to \$59,709,558 at the beginning of June. The per capita earnings in the nine industries stood at \$32.16, as compared with \$32.58 at May 1, and \$31.83 at June 1, 1944.

In the four-year period for which payroll data are now available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 14.8 per cent, while the aggregate weekly earnings of those workers have risen by 43.3 per cent, and the average earnings, by 27.1 per cent. Including finance, the gain in employment from June 1, 1941, to June 1, 1944, amounted to 14.7 per cent, that in payrolls, to 42.7 per cent, and that in the per capita

TABLE 1—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
April 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
April 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
April 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.66
April 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.4	32.89

figure, by 26.2 per cent. The explanation previously given for the much greater rise in the salaries and wages than in the numbers employed may again be stated: (1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on

more than one occasion before their incorporation in the basic wage rates as from Feb. 15, 1944, (3) the progressive up-grading of employees gaining experience in their work, and (4) the payment of higher wage-rates in a large number of cases.

The effect of wartime demands upon industry has been shown in particularly marked expansion of employment and payrolls in factories, in which the rate of acceleration during the period of observation has been decidedly

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at June 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, together with Index Numbers of Employment and Payrolls, as at June 1, 1945 and May 1, 1945, with Comparative Figures for June 1, 1944 where Available, based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Em- ployees Reported at June 1, 1945	Aggregate Weekly Payrolls at June 1, 1945	Per Capita Weekly Earnings at			Index Numbers of						
						Employment			Aggregate Weekly Payrolls			
			June 1, 1945	May 1, 1945	June 1, 1944	June 1, 1945	May 1, 1945	June 1, 1944	June 1, 1945	May 1, 1945	June 1, 1944	
(a) PROVINCES		\$	\$	\$	\$							
Maritime Provinces.....	138,839	4,191,400	30.19	31.02	30.10	118.8	120.1	117.0	164.2	170.9	161.5	
Prince Edward Island.....	2,511	64,301	25.61	27.26	25.89	113.7	106.3	124.7	138.0	137.4	153.0	
Nova Scotia.....	80,488	2,546,582	31.64	32.81	31.89	114.3	117.2	117.6	160.7	171.1	167.1	
New Brunswick.....	55,840	1,580,517	28.30	28.53	27.43	126.5	126.1	115.9	171.6	172.4	152.4	
Quebec.....	549,939	17,121,503	31.13	31.24	30.12	117.2	117.5	123.5	152.6	153.6	155.3	
Ontario.....	740,588	24,166,465	32.63	33.22	32.77	110.9	111.7	112.5	133.5	136.8	136.1	
Prairie Provinces.....	196,150	6,291,058	32.07	32.26	31.62	110.5	108.6	113.2	134.9	133.3	136.4	
Manitoba.....	90,867	2,902,135	31.94	31.95	31.15	110.3	108.4	113.6	132.8	130.5	133.3	
Saskatchewan.....	39,257	1,203,338	30.65	30.62	30.57	107.1	103.6	108.6	130.2	125.8	132.0	
Alberta.....	66,026	2,185,585	33.10	33.63	32.88	112.7	111.7	115.5	140.8	141.8	143.1	
British Columbia.....	164,556	5,691,500	34.59	35.39	34.80	130.1	127.8	136.1	159.2	161.0	168.7	
CANADA.....	1,790,072	57,461,926	32.10	32.55	31.80	114.8	114.9	118.1	143.3	145.4	146.0	
(b) CITIES												
Montreal.....	272,459	8,781,250	32.23	32.68	31.29	124.5	125.2	133.9	157.5	160.7	164.3	
Quebec City.....	33,549	1,033,475	30.80	29.96	30.60	139.8	140.6	163.6	205.5	200.9	241.7	
Toronto.....	246,240	8,076,609	32.80	33.03	32.50	121.6	122.9	128.2	148.5	151.2	155.8	
Ottawa.....	21,117	612,320	29.00	28.87	27.85	105.6	106.7	109.7	132.5	133.3	132.1	
Hamilton.....	58,124	1,881,221	32.37	33.98	32.61	109.1	112.4	110.4	128.2	138.6	130.9	
Windsor.....	37,212	1,480,502	30.79	42.80	43.22	117.4	119.0	125.3	123.7	134.8	142.3	
Winnipeg.....	59,058	1,724,782	29.20	29.72	28.97	114.1	113.2	118.1	131.3	132.5	134.9	
Vancouver.....	82,308	2,744,462	33.34	34.73	33.56	160.7	157.3	171.2	202.5	206.4	219.2	
Halifax.....	24,903	771,958	31.00	31.35	30.67	144.7	154.8	154.3	194.6	210.5	215.2	
St. John.....	14,001	417,857	29.84	30.05	28.10	133.5	138.7	129.6	187.3	195.8	174.2	
Sherbrooke.....	9,294	245,512	26.42	26.85	24.78	105.6	106.6	104.4	133.0	136.1	123.6	
Three Rivers.....	11,471	335,499	29.25	30.26	27.96	143.7	137.4	106.7	164.9	162.9	129.0	
Kitchener-Waterloo.....	16,492	491,301	29.79	30.23	29.10	110.8	110.2	106.9	144.6	146.0	137.6	
London.....	20,704	623,371	30.11	29.97	29.14	116.3	118.0	121.8	138.9	140.4	142.4	
Fort William-Port Arthur.....	14,296	497,515	34.80	35.53	33.60	101.9	104.0	113.7	132.5	138.1	161.9	
Regina.....	10,101	279,369	27.66	28.22	26.97	112.1	112.1	113.5	134.8	137.5	130.0	
Saskatoon.....	6,156	160,208	26.02	26.89	25.72	123.6	118.1	123.6	146.1	144.3	139.7	
Calgary.....	17,623	559,363	31.74	32.25	30.29	114.6	113.5	115.4	136.6	137.5	136.7	
Edmonton.....	16,605	486,367	29.29	29.54	29.48	122.4	120.4	133.1	148.1	146.9	161.5	
Victoria.....	14,584	479,431	32.87	33.71	32.67	122.7	170.4	166.0	227.4	230.0	218.3	
(c) INDUSTRIES												
Manufacturing.....	1,097,081	36,078,179	32.89	33.59	32.64	124.4	125.4	132.8	157.4	161.9	166.7	
Durable Goods ¹	570,580	20,408,625	35.76	36.98	35.75	133.8	135.5	151.6	170.8	178.8	193.3	
Non-Durable Goods.....	507,586	14,973,679	30.50	29.58	28.50	116.3	116.7	116.0	144.5	145.4	139.4	
Electric Light and Power.....	18,845	695,875	36.93	37.93	37.24	98.6	95.5	93.4	113.0	112.4	107.9	
Logging.....	60,700	1,622,526	26.73	26.81	26.31	127.0	130.0	111.1	170.7	175.2	149.2	
Mining.....	68,099	2,587,897	38.00	39.27	37.45	81.6	82.2	86.3	98.4	102.5	102.5	
Communications.....	30,960	977,631	31.58	31.31	31.05	118.8	115.8	110.9	138.6	134.0	127.3	
Transportation.....	162,617	6,231,592	38.32	38.38	36.93	127.4	125.9	123.4	152.1	150.5	142.8	
Construction and Maintenance.....	132,102	3,937,176	29.80	29.00	29.09	74.2	71.1	72.6	97.0	90.5	92.5	
Services.....	50,399	988,240	19.61	19.99	19.39	118.4	118.4	118.3	145.3	148.0	140.7	
Trade.....	188,114	5,038,635	26.79	26.84	26.33	109.1	109.1	102.9	124.1	124.4	115.7	
Nine Leading Industries.....	1,790,072	57,461,926	32.10	32.55	31.80	114.8	114.9	118.1	143.3	145.4	146.0	
Finance.....	66,799	2,247,632	33.65	33.63	32.68	111.1	110.9	108.0	129.7	129.4	122.6	
Total—Nine Leading Industries.....	1,856,871	59,709,558	32.16	32.53	31.83	114.7	114.8	117.6	142.7	144.8	145.1	

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber musical instruments and clay, glass and stone products.

greater than that in the non-manufacturing industries generally; the index of employment in manufacturing has risen by 24.4 per cent in the last four years, and that of payrolls has advanced by 57.4 per cent, proportions decidedly exceeding those given in the preceding paragraph for the eight and the nine leading industries as a whole. The factors mentioned above as influencing the general trends have had an even greater influence in the case of manufacturing.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed

out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
June 1, 1929.....	122.2	112.5				115.9	126.2	132.4				117.5
June 1, 1930.....	116.5	122.4				114.5	117.8	115.8				113.3
June 1, 1931.....	103.6	105.2				104.3	104.2	103.3				97.9
June 1, 1932.....	89.1	96.4				87.8	89.9	89.3				83.7
June 1, 1933.....	80.7	82.8				79.3	81.6	82.7				76.2
June 1, 1934.....	96.6	98.4				90.9	104.4	89.5				89.1
June 1, 1935.....	97.6	101.6				93.8	101.6	92.2				96.6
June 1, 1936.....	102.0	103.4				99.8	104.7	97.7				102.2
June 1, 1937.....	114.3	122.0	82.0	124.4	121.4	113.6	118.8	99.3	97.4	103.9	99.4	112.2
June 1, 1938.....	111.9	110.9	82.0	122.5	98.6	120.4	112.5	97.0	93.7	100.2	100.1	105.1
June 1, 1939.....	113.1	108.4	94.4	120.6	94.4	121.0	113.6	101.0	95.6	105.1	106.4	106.6
June 1, 1940.....	120.9	117.0	90.7	128.8	104.2	123.0	126.6	107.4	102.9	113.0	110.8	112.0
June 1, 1941.....	152.9	152.4	107.1	167.9	134.9	157.3	161.9	128.3	124.7	127.4	134.5	134.9
June 1, 1942.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	132.0	147.9	161.9
June 1, 1943.....	181.2	175.3	108.3	195.5	153.7	197.8	182.9	138.5	136.2	132.1	146.4	187.6
June 1, 1944.....	180.5	178.2	133.6	197.4	156.4	194.3	182.1	145.2	141.6	138.3	155.3	183.6
July 1, 1944.....	183.5	187.8	136.7	205.5	168.5	195.3	185.1	148.4	144.0	143.2	158.5	187.5
Aug. 1, 1944.....	184.3	185.8	138.0	200.7	169.8	197.7	185.0	151.6	145.5	148.1	163.3	185.7
Sept. 1, 1944.....	185.5	184.5	134.4	199.2	168.8	200.0	186.5	150.3	143.3	140.1	162.1	185.6
Oct. 1, 1944.....	183.3	189.1	133.8	205.7	171.5	193.8	185.9	148.0	142.1	141.8	158.5	182.5
Nov. 1, 1944.....	183.8	187.1	132.3	204.5	168.3	196.7	185.9	148.1	143.9	145.3	163.2	182.5
Dec. 1, 1944.....	185.7	191.8	133.5	210.4	171.8	197.6	188.0	151.9	147.3	141.1	160.9	173.9
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Feb. 1, 1945.....	178.9	179.9	123.7	192.4	167.6	188.5	184.2	141.2	137.6	130.9	153.3	172.0
Mar. 1, 1945.....	178.2	179.9	141.2	191.7	167.2	185.2	183.0	141.2	137.3	132.2	153.2	173.0
April 1, 1945.....	176.9	180.5	121.0	192.3	169.2	184.9	180.1	139.3	135.2	132.0	150.3	172.4
May 1, 1945.....	175.5	183.1	113.9	196.7	170.1	184.3	178.9	141.8	137.6	136.5	151.6	175.5
June 1, 1945.....	175.3	181.0	121.8	191.9	170.7							
Relative Weight of Employment by Provinces and Economic Areas at June 1, 1945.....	100.0	7.7	.1	4.5	3.7	30.7	41.4	11.0	5.1	2.2	3.7	9.2

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	June 1 1945	May 1 1945	June 1 1944	June 1 1940
Manufacturing	61.3	209.0	210.6	223.1	129.2
Animal products—edible.....	2.5	218.6	207.9	226.1	148.0
Fur and products.....	.2	141.0	140.5	125.9	120.7
Leather and products.....	1.6	140.1	140.7	137.1	116.8
Boots and shoes.....	1.0	128.2	129.2	126.3	113.0
Lumber products.....	3.8	124.9	120.3	120.9	97.5
Rough and dressed lumber.....	2.1	104.7	97.6	99.2	91.6
Furniture.....	.7	126.6	126.2	125.3	91.6
Other lumber products.....	1.0	199.7	200.4	198.3	122.9
Musical instruments.....	.03	28.2	27.7	28.8	62.1
Plant products—edible.....	2.8	155.6	156.8	152.8	121.1
Pulp and paper products.....	4.9	141.5	138.1	134.6	117.6
Pulp and paper.....	2.2	128.2	122.8	122.5	110.7
Paper products.....	.9	213.5	212.4	204.7	141.6
Printing and publishing.....	1.8	134.8	133.3	126.9	118.2
Rubber products.....	1.3	181.1	179.4	164.4	107.5
Textile products.....	7.7	157.8	158.8	157.5	144.6
Thread, yarn and cloth.....	2.7	156.9	157.5	156.5	157.6
Cotton yarn and cloth.....	1.2	107.3	108.3	110.1	121.6
Woolen yarn and cloth.....	.7	168.4	168.9	167.0	171.0
Artificial silk and silk goods.....	.7	621.3	617.6	595.5	511.0
Hosiery and knit goods.....	1.3	145.5	145.5	148.7	139.4
Garments and personal furnishings.....	2.8	160.9	162.0	159.3	138.0
Other textile products.....	.9	170.5	174.0	169.1	133.8
Tobacco.....	.6	124.2	135.8	125.5	100.3
Beverages.....	.8	259.2	256.7	241.4	172.9
Chemicals and allied products.....	3.9	550.7	570.2	500.9	192.8
Clay, glass and stone products.....	.9	135.2	135.8	136.6	106.0
Electric light and power.....	1.0	147.8	143.2	140.0	137.5
Electrical apparatus.....	2.4	287.5	288.7	329.5	147.3
Iron and steel products.....	21.9	286.3	291.6	330.7	126.4
Crude, rolled and forged products.....	1.9	242.4	244.1	247.9	158.3
Machinery (other than vehicles).....	1.3	215.7	217.1	220.6	134.0
Agricultural implements.....	.7	142.3	143.4	122.1	91.4
Land vehicles and aircraft.....	8.9	250.3	255.4	302.4	115.3
Automobiles and parts.....	2.3	278.0	278.1	282.7	168.0
Steel shipbuilding and repairing.....	3.5	1,234.5	1,251.8	1,497.2	206.2
Heating appliances.....	.3	192.3	193.7	164.1	132.7
Iron and steel fabrication (n.e.s.).....	.9	264.7	274.9	288.9	142.5
Foundry and machine shop products.....	.6	229.0	231.9	260.1	124.8
Other iron and steel products.....	3.8	319.9	328.4	379.5	132.0
Non-ferrous metal products.....	3.0	374.0	392.1	453.9	179.2
Non-metallic mineral products.....	.9	215.7	214.1	211.4	172.7
Miscellaneous.....	1.1	340.7	345.6	372.4	154.2
Logging	3.4	201.1	205.8	176.9	105.2
Mining	3.8	144.6	145.7	152.9	166.7
Coal.....	1.4	92.2	92.7	94.8	86.4
Metallic ores.....	1.8	247.5	251.6	273.3	354.9
Non-metallic minerals (except coal).....	.6	163.2	161.0	162.2	145.9
Communications	1.7	115.5	112.6	107.8	87.1
Telegraphs.....	.4	126.8	126.4	128.8	98.2
Telephones.....	1.3	112.1	106.5	102.1	84.0
Transportation	9.1	125.9	124.4	122.4	90.3
Street railways and cartage.....	2.7	190.7	188.3	185.4	133.7
Steam railways.....	4.9	107.9	107.0	106.0	77.5
Shipping and stevedoring.....	1.5	118.3	115.6	111.7	91.1
Construction and Maintenance	7.4	103.1	98.8	101.3	90.5
Building.....	2.3	90.7	85.5	86.2	68.4
Highway.....	2.0	131.8	131.6	132.1	126.1
Railway.....	2.2	89.6	82.6	88.1	79.9
Services	2.8	202.4	202.4	202.2	142.5
Hotels and restaurants.....	1.8	201.4	201.6	199.7	135.8
Personal (chiefly laundries).....	1.0	204.5	204.0	206.6	154.3
Trade	10.5	171.1	171.0	161.3	140.7
Retail.....	7.7	177.4	177.8	168.6	146.2
Wholesale.....	2.8	155.9	154.5	142.7	126.7
Eight Leading Industries	100.0	175.3	175.5	180.5	120.9
Finance		129.0	128.7	125.4	113.4
Banks and trust companies.....		133.0	133.1	129.8	106.6
Prokage and stock markets.....		178.3	169.9	136.3	189.4
Insurance.....		120.8	120.6	118.7	117.6
Total—Nine Leading Industries		173.1	173.2	177.8	120.6

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions, July, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

MANPOWER requirements in Canadian industries continued to decline during July, although at a less accelerated rate than during the previous month. The demand for workers in all industries exclusive of agriculture totalled 127,742 (94,328 male and 33,414 female) at July 19; this was 8,231 less than the need for 135,973 workers at June 21, four weeks earlier. The overall labour situation is considerably easier now than at this time last year when at July 20, the corresponding reporting date in 1944, there was a need for 154,728 workers. In contrast to the trend during May and June, male labour requirements showed little change during the past month but the demand for women workers declined from 41,033 at June 21 to 33,414 at July 19. While labour requirements in manufacturing, transportation, and the trade, finance and service industry groups dropped sharply during the month, the extensive building program now well underway has greatly

increased the manpower needs of the logging and construction industries. Table 1 shows Net Labour Demand¹ by main industry group and by sex, as at July 19, with absolute and percentage change in total demand during the past month.

Although the supply of labour is still insufficient there has been an increase in the number of applicants registering in local Employment Offices during the past month. There were 48,872 Unreferred Applicants² at July 20, an increase of 3,691 compared with the number at June 22, four weeks earlier; the increase was largely due to the sharp rise in the number of male applicants. Workers released by the continuing lay-offs in war plants together with the increasing numbers of discharged Armed Forces personnel are largely responsible for this rise in the supply of available workers. Further increases in the number of applicants registering for employment may be expected as workers are transferred from war to civilian production.

1 Net Labour Demand is calculated by deducting unconfirmed referrals from unfilled vacancies. Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated. Unconfirmed Referrals are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

2 Applicants who have not been referred to specific jobs as at the date indicated.

Net Labour Demand in A and B Priority Industries

Sixty-three per cent of the overall labour requirements at July 19 was in high priority industries where there was a need for 80,879 workers; this was 1,966 less than the number required four weeks earlier. All regions showed a marked decline in manpower requirements except Quebec where demand rose from 22,795 at June 21 to 24,334 at July 19. The sharp rise in the need for construction workers in this region accounted for most of the increase.

Logging

With the summer cutting season well under way, the demand for loggers rose from 6,691 at June 21 to 8,277 at July 19. Ontario Region, with an increase of 1,553, accounted for most of the rise in demand. Many companies, presently operating with a minimum of staff, are showing concern over the usual loss of men during the hot weather. Some assistance is being provided by university and high school students, both in woods operations and in sawmills, but frequently a lack of

skill and physical strength limits their usefulness.

Mining and Primary Smelting

Manpower requirements of mining, primary smelting and refining industries totalled 6,033 at July 19 as compared with 6,312 one month earlier. However, while there was some slackening in demand in most of the industries in this group, there was a sharp rise in the demand for labour in gold mines; in Quebec demand increased from 88 to 273 in the four-week period. The shortage of skilled miners continues in all regions and in some areas has resulted in reduced output. Every effort is being made to induce experienced miners, discharged from the armed forces, to return to the mines as they constitute the only source of supply at the present time; in some regions their return has already effected slight improvement. The coal mines are still urgently in need of certificated miners, but practically no experienced workers are available.

TABLE I.—NET LABOUR DEMAND BY INDUSTRY AND BY SEX, AS AT JULY 19, 1945
(excluding Agriculture)

Industry	Male	Female	Total	Change from June 21, 1945	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	3,408	4	3,412	+279	+ 8.9
Lumber.....	4,095	12	4,107	+1,322	+47.5
Other Logging.....	756	2	758	-15	- 1.9
Total.....	8,259	18	8,277	+1,586	+23.7
Mining and Manufacturing—					
Coal Mining.....	1,477	5	1,482	- 77	- 4.9
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	490	39	529	- 218	-29.2
Nickel.....	1,809	10	1,819	- 37	- 2.0
Other Base Metals.....	1,012	6	1,018	- 128	-11.2
Other Mining and Oil Producing.....	1,175	10	1,185	+ 181	+18.0
Aircraft and Parts.....	1,879	287	2,166	+ 323	+17.5
Shipbuilding and Repairs.....	1,902	61	1,963	- 502	-20.4
Guns and Ammunition.....	792	334	1,126	- 147	-11.5
Mechanical Transport and Armoured Fighting Vehicles.....	904	81	985	+ 52	+ 5.6
Secondary Metal Industries (excluding Machinery and Equipment).....	3,475	319	3,794	- 73	- 1.9
Electrical Machinery and Equipment.....	738	223	966	+ 53	+ 5.8
Other Machinery and Equipment.....	2,747	126	2,873	+ 336	+13.2
Chemicals and Non-Metallics.....	1,793	377	2,170	- 464	-17.6
Food Processing.....	3,729	1,039	4,768	+ 591	+14.1
Textiles and Products.....	2,294	4,155	6,449	- 452	- 6.5
Wood Products.....	3,142	159	3,301	- 757	-18.7
Pulp and Paper.....	386	111	497	- 331	-40.0
Rubber and Leather.....	932	494	1,426	- 672	-32.0
Other Manufacturing.....	430	249	679	- 102	-13.1
Total.....	31,106	8,090	39,196	-2,424	- 5.8
Construction.....	7,133	33	7,171	+2,250	+45.7
Transportation.....	7,783	303	8,091	-1,063	-11.6
Other Public Utilities.....	1,113	574	1,687	- 181	- 9.7
Public and Professional Service.....	2,517	2,355	4,872	-1,009	-17.2
Trade, Finance and Other Service.....	3,901	7,684	11,585	-1,125	- 8.9
Total A and B Priority Industries.....	61,812	19,067	80,879	-1,966	- 2.4
C and D Priority Industries—					
Logging.....	3,722	11	3,733	+ 77	+ 2.1
Mining.....	1,290	16	1,306	- 71	- 5.2
Manufacturing.....	6,070	7,020	13,090	-2,765	-17.4
Construction.....	9,153	31	9,184	- 524	- 5.4
Public Utilities.....	455	37	492	- 94	-16.0
Trade.....	4,238	2,383	6,621	-1,269	-16.1
Finance and Insurance.....	1,336	522	1,858	- 65	- 3.4
Service.....	6,252	4,327	10,579	-1,554	-12.8
Total C and D Priority Industries.....	32,516	14,347	46,863	-6,265	-11.8
GRAND TOTAL.....	94,328	33,414	127,742	-8,231	- 6.1

TABLE II.—NET LABOUR DEMAND AND UNREFERRED APPLICANTS, BY OCCUPATION AND BY SEX,
AS AT JULY 20, 1945

Occupational Group	Net Labour Demand			Unreferred Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,776	358	2,134	2,160	332	2,492
Clerical Workers.....	1,582	3,949	5,531	3,321	3,736	7,057
Sales Workers.....	1,938	1,359	3,297	1,870	2,262	4,132
Service Workers.....	3,975	10,836	14,811	1,838	2,329	4,167
Fishermen.....	60	—	60	40	—	40
Skilled and Semiskilled Workers.....	42,628	8,894	51,522	9,208	2,870	12,078
Textile and Clothing Workers.....	1,785	6,967	8,752	166	574	740
Loggers.....	9,599	—	9,599	137	—	137
Miners.....	1,701	—	1,701	144	—	144
Construction Workers.....	10,279	—	10,279	1,364	—	1,364
Metalworkers.....	5,488	176	5,664	2,295	903	3,198
Other Skilled and Semiskilled Workers.....	13,776	1,751	15,527	5,102	1,893	6,995
Unskilled Workers.....	37,646	8,964	46,610	13,107	5,799	18,906
Total.....	89,605	34,390	123,995	31,544	17,328	48,872

Manufacturing

The labour situation in the high priority manufacturing industries continues to improve as workers released from war plants become available for employment in other hard-pressed industries. During the four-week period from June 21 to July 19, manpower requirements in the essential manufacturing group dropped from 35,308 to 33,163; a decrease in female labour demand accounted for most of this decline.

Food Processing.—Demand for workers in the highly seasonal food processing industries rose sharply during the month. Plants engaged in the canning and preserving of fruits, vegetables and seafoods are swinging into full production at this time. During the four-week period from June 21 to July 19, labour demand in this industry group rose from 1,355 to 1,710; the Ontario Region accounted for 70 per cent of this increase. Although the peak of production in the meat packing plants will not be reached until later in the Fall, the pre-harvest run of livestock, and the urgent need for meat and meat products for both home and overseas markets has caused a substantial rise in the demand for workers in these plants. Labour requirements in this industry totalled 1,265 at July 19, as compared with 895 four weeks earlier. The marked increase in the manpower requirements of meat packing houses in the Quebec and Prairie Regions was partially offset by a decline in the Ontario Region.

Textiles and Products.—Manpower requirements in the primary and secondary textile industries remain high although somewhat less than four weeks earlier. This slackening in demand is largely due to the holiday season, when many plants close down in order to give their employees an annual vacation. Female workers released from war plants are still showing some reluctance in accepting work in this industry although some placements are being made as applicants are coming to realize the value of stable employment. To relieve the acute shortage of skilled workers, especially in the Quebec Region, a textile training school has been opened at St. Hyacinthe, where students are being given practical instruction in the use of modern machinery and equipment. In the Ontario Region, officials of textile companies are considering a similar plan. At July 19, the overall demand for workers totalled 6,449, as compared with 6,901 at June 21, four weeks

earlier; the decrease was apparent in all regions. In the cotton textile industry labour demand showed little change during the month; at July 19, there was need for 1,161 and 1,019 workers in the Quebec and Ontario Regions respectively. Labour requirements were somewhat easier in the woollen and worsted, and knitting mills; demand was also slightly lower in establishments manufacturing men's and boys' clothing and women's and misses' outerwear. A continuing high demand is anticipated in the textile industries as requirements of the domestic market are heavy, and Canada has made large commitments to UNRRA in the way of material and clothing.

Construction

The acute shortage of construction labour is seriously handicapping the extensive building program being carried on this year. The demand for workers at July 19 was 7,171 which represents an increase of more than 2,000 in four weeks; this rise was entirely in the labour requirements for residential building, including Wartime Housing. Demand is heavy for all types of skilled as well as unskilled labour; there is an acute shortage of carpenters, bricklayers, plasterers, painters and plumbers and very few suitable applicants are available. Soldiers on furlough have been giving valuable assistance and high school and university students, acting as helpers, have relieved the situation in many localities. Experienced construction workers in the Armed Forces may now be released on the application of their previous employer to the Industrial Selection and Release Board.

Transportation

In spite of the fact that the movement of home-coming troops has placed an especially heavy burden on the transportation industry, particularly in the Maritime Region, labour demand in this industry dropped from 9,154 at June 21 to 8,091 at July 19. This decrease was largely due to a decline in the manpower requirements of steam railways; in general there has been a sufficient supply of labour for track maintenance although some areas are still in urgent need of extra gang labourers and section men.

Trade, Finance and Service

Labour requirements in the trade, finance and service industry group eased slightly during the four weeks prior to July 19 to stand at 16,457 at that date. The shortage of mechanics and repairmen continues, the

need for body and fender workers being most urgent. While hospitals report a decrease in the overall demand for workers many institutions are still seriously handicapped by the shortage of help, particularly kitchen workers and ward assistants. Hotels and restaurants as well as laundry and dry-cleaning plants are

still critically short of labour. High school students and teachers who have accepted employment in the service occupations during their summer vacation period have afforded some temporary relief but workers released from war plants are still reluctant to accept this type of employment.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended July 22, 1945.

Maritime Region

Agriculture—Haymaking, almost completed in the Saint John Valley, is still in full swing in other sections. The continuing call for helpers for this harvest has been met by the release of 200 soldiers for duty in New Brunswick, 50 in Prince Edward Island and 275 in Nova Scotia. Army personnel assisting when off duty, and a fair number of civilians from neighbouring centres, have rendered further assistance.

Logging—The exodus of bushworkers to help with the crops has greatly curtailed woods operations. While the majority of companies are short of labour the largest orders now being placed are for men to go to the bush in the Autumn.

Coal Mining—Collieries in the Cape Breton area are carrying on operations with a shortage of approximately 500 skilled miners which has resulted in greatly reduced output throughout the area. Although every effort is being made to induce ex-miners discharged from the armed services to return to the coal mines, many of those interviewed are unwilling to go back to employment at the working face.

Manufacturing—There has been no outstanding development in the labour situation. The most urgent demand for workers still comes from the shipyards, all busy on extensive repairs; in all, 495 vacancies for ship-building labour are listed throughout the Maritimes. While skilled machinists are the most pressing need in Halifax, helpers will also be placed. In Lunenburg, the award of a new contract for the refitting of a frigate ensures full employment until November, and at Liverpool, naval ship repairs are expected to provide work in the local yards for an indefinite period; consequently, recently can-

celled orders for skilled workmen have been renewed.

A dispute and work stoppage at the Trenton plant of the Eastern Car Company, which occurred early in July, was terminated on July 16; some 1,000 men affected are now back at work on the construction of railway cars for Russia. A shortage of material caused a temporary lay-off from the shell plant at Campbellton; employment for the 116 employees affected was found by the local office.

The most pressing seasonal labour shortage was reported from Digby, where local processing establishments have been unable to secure adequate labour to handle an exceptionally large catch of fish. There is also an acute shortage of brickyard workers in Fredericton, as well as a general scarcity of skilled, semi-skilled and heavy labour in Saint John. While the demand for skilled operators for the textile mills remains unsatisfied, the situation has eased somewhat during the holiday season.

Construction—An urgent need for skilled tradesmen of all types persists. In addition to the extensive program under the Veterans Land Act, labour is in demand for private home construction. The Halifax office reports a great increase in orders for workers since the explosion, especially for the restoration of schools which were badly damaged.

Transportation—The labour requirements of the railways are being well met. While there is little demand for workmen at the Port of Halifax, traffic through Saint John is heavy; the consequent call for freight handlers and longshoremen is being answered locally and through clearance orders.

Quebec Region

Agriculture—In most sections the supply of farm labour has been adequate to handle the hay crop, which has far exceeded earlier expectations. Although a shortage of workers is reported in more northerly parts where haymaking is still in progress, for the most part farmers are reasonably well supplied with labour.

Every available picker is being pressed into service to gather an exceptionally heavy crop of blueberries in the Lake St. John area. Industries in the district, already short about 100 workers, are being even more seriously hampered by the general exodus to the berry patches; the advisability of closing down all local establishments for several weeks is under consideration.

Logging.—For the most part river drives have been completed, and the majority of the men remaining in the bush are working on improvements of various sorts. Excessive heat has made loggers reluctant to accept employment in the woods at this season; proposed Summer cutting of lumber and pulpwood has suffered in consequence. In the vicinity of Dolbeau, operators will be unable to fill their labour requirements until the blueberry picking is over.

Mining.—Labour shortages persist in the base metal and gold fields. The lack of qualified machine men presents the most serious problem in the Rouyn area; no relief from this shortage is foreseen for some time to come. Some gold mines in the vicinity, having been granted an "A" labour priority for development work, are having greater success in meeting their manpower requirements, as miners prefer this work and the wages which it affords.

Manufacturing.—Mass lay-offs continue throughout the province. Staff reductions in war and allied plants are now affecting the staffs of sub-contractors also. In addition to 110 men released from the Quebec arsenals earlier in July, another 350 men and 50 women have been laid off during the past week; the majority of those affected are unskilled workmen, whom it will be difficult to place in other local establishments. The Aluminum Company of Canada continues to reduce its working staff; since July 8, about 175 employees have been released from the Arvida establishment. The local office at Three Rivers reports that between June 1 and July 15 upwards of 2,000 people have been laid off by various plants in the area, with no prospect of placing them locally except in casual or seasonal employment. As a result, some hundreds of unemployment insurance claims have been filed.

Montreal shipyards are calling urgently for welders; local car foundries, also operating to capacity, require many highly skilled riveters. One aircraft plant in the area has placed orders for 322 craftsmen, including both skilled artisans and beginners; orders for the technicians have been placed in clearance to

Ontario, in an endeavour to secure trained workmen recently released from the Victory Aircraft and De Havilland factories.

The seasonal needs of the food processing plants, most pressing at this time, are being met insofar as possible by the employment of students and agricultural labourers in their spare time. Flax factories are also shortstaffed on account of the haymaking. In spite of the many layoffs, there has been little improvement in the labour situation of the region's textile mills, clothing factories and kindred industries. Montreal tobacco plants, too, are short approximately 800 girls.

Construction.—Skilled building tradesmen are in extremely short supply everywhere. In addition to the Federal housing scheme for the erection of veterans' homes, which will utilize the services of a large number of tradesmen of all types, extensive private building programs are under way. About 200 men will be needed on the construction of the Joliette-St. Felix highway, recently begun; while unskilled labour will probably be secured by employing farmers along the route, it will be very difficult to find the trained artisans required.

Transportation.—Although a few additional maintenance men are needed on the railways, no serious shortage of such labour exists. Notwithstanding an all-time record for ship arrivals at the Port of Montreal during the first half of 1945, the manpower supply is reported as entirely adequate.

Ontario

Agriculture.—In all parts of the province much hay is still unharvested. In some instances, farmers are leaving their hay fields to work on wheat now ready for the binder; there will be a considerable demand for helpers in the harvesting of this exceptionally good crop, as well as for the hoeing of oats in Western Ontario. Many workers are still needed to supplement the labours of nearly 2,000 prairie harvesters now on Ontario farms; negotiations to obtain soldiers on leave and under the "farm duty plan" are under way. In the southwestern part of the province nearly 800 prisoners of war are being used daily.

As the flue-cured tobacco crop is two weeks behind schedule, harvesting will not be general before August 20. In the fruit belt, where work is slack prior to the peach picking, girls from Farm Service Camps and farm comandos from neighbouring cities have rendered invaluable aid.

Logging.—The termination of the river drive has brought operations practically to a stand-

still. Summer cutting has slowed down during the black fly season, and current activities are confined for the most part to camp and road building in preparation for Fall and Winter bushwork. In all, present demands for loggers for the coming season stand at 4,065 men.

Mining.—While labour shortage at Sudbury and Timmins remains unalleviated, some slight improvement is noted in the manpower situation of the Ontario gold mines, which are profiting by current lay-offs from war industries, as well as the discharge of members of the armed services.

Manufacturing.—There has been slight easing of the over-all shortage of heavy labour. The foundries are still the most insistent in their demands, and the most difficult to satisfy; in every part of the province there is an immediate need for more moulders and heavy labourers to maintain production schedules. Tanneries, rubber plants and general factories are also calling for physically fit men for heavy jobs. In St. Thomas, 100 of these labourers could be absorbed immediately.

The opening of the canning season has brought demands for workers of various sorts. The Whitby and Bowmanville canneries, although well supplied with female labour, have experienced difficulty in procuring men for their operations; there has also been a serious shortage of men to work on the pea pack at Port Hope. However, the Trenton office reports that food processing plants in that area are better supplied with labour than last year, and at Picton, airmen are helping during their regular leave.

In contrast to the persistent demand for heavy labour, mass lay-offs of semi-skilled and skilled workers are taking place or are pending at many war plants where production has been curtailed. More than 200 men were released from the D.I.L. plant at Nobel and many women from the factory at Ajax. Recent cutbacks in munitions production in Wallaceburg also have resulted in unemployment for 200 or more women, for whom no other work is available locally. A two-week strike affecting 330 employees of the International Malleable Iron Company in Guelph has been settled. Owing to a labour dispute at the Midland Steel Works in Detroit, approximately 1,400 employees of the Chrysler Corporation of Canada in Windsor were suspended on July 21 for an indefinite period.

Construction.—As the volume of building permits issued is increasing daily, demands for skilled tradesmen also increase in number and urgency. The extremely serious shortage of workmen, skilled and unskilled, required for work on impending building projects, is caus-

ing not only regional but national concern. The Toronto office reports that in addition to 2,100 vacancies for experienced tradesmen, 1,500 unskilled labourers are needed in the area; very few suitable applicants are available to meet this demand. Carpenters, bricklayers, painters, plumbers and roofers are eagerly sought by contractors engaged in the erection of hospitals, wartime houses and industrial buildings in various parts of the province.

Transportation.—A steady demand for railway maintenance men persists, in spite of the considerable number of students temporarily engaged on this work. The Sault Ste. Marie office reports that the Algoma Central Railway is urgently in need of husky labourers to complete its Summer works program.

Prairie Region

Agriculture.—Requests for assistance with the haymaking have increased steadily in many sections. In the Winnipeg area, fully qualified tractor men are almost impossible to locate; however, in the vicinity of Saskatoon, the demand for such experienced workers and also for power machine operators is being fairly well met by men from districts where little or no harvest is anticipated.

As there will be no further call for farm help in the Medicine Hat district until harvesting in the irrigated areas begins in September, men from this vicinity and around North Battleford will probably be transferred elsewhere or placed temporarily in other industries. The Lethbridge office advises that there has been little response to the urgent call for haymakers and experienced irrigators; at Calgary, too, the demand for agricultural labour is increasing.

Logging.—Operations in the Lakehead area continue on a greatly reduced scale; while pulpwood cutters are in continuing demand, it is unlikely that there will be many applicants until late Fall, when the agricultural and shipping seasons close. The most pressing need at present is occasioned by the shortage of the forestry products essential to the coal mining industry; contractors in the Blairmore area, engaged in the cutting and hauling of logs and props for the collieries, are seriously hampered by the lack of manpower.

Coal Mining.—There has been no abatement in labour demand during the past month. The annual two-week holiday has failed to ease the shortage in the Edson area, and all collieries in the vicinity of Drumheller, reopened after the vacation period, are urgent

in their call for certificated miners, on whom the employment of unskilled underground and surface labourers depends. The Lethbridge and Red Deer offices report a similar serious lack of skilled and heavy workers, unlikely to be remedied until after the harvest.

Base Metal Mining—All operations throughout the region are short of manpower. Extensive prospecting and development work in the Port Arthur and Kenora areas is creating a steadily increasing demand for miners of every sort. In the northern Kenora district some operators are employing Indians to advantage. The Winnipeg office reports that the only suitable applicants available are men discharged from the armed services, who are still accepting work of this kind in fairly substantial numbers.

Manufacturing—For the most part manpower requirements are limited to heavy labour, which is continuingly at a premium. The region's packinghouses and flour mills, creosote plants and foundries share in this shortage of husky labourers; no alleviation is anticipated until after the harvest.

The aircraft plant at Fort William and the shipyards at Port Arthur are still urgent in their call for skilled workmen. The district's paper mills, too, are very short of suitable labour. While curtailment of contracts has resulted in the cancellation of all manpower orders from Winnipeg shoe factories, the serious shortage of textile workers persists.

On June 30, the shell division of the Northern Engineering Company at Fort William completed a lay-off of 500 men, retaining only a skeleton staff of 50; the majority of those affected are gradually being placed elsewhere. Of the 495 employees released during June by the C. P. Munitions plant at Ogden, the Calgary office has made steady progress in placing those who have registered for other employment.

Construction—Activities throughout the Prairies have reached a wartime high, extensive private building has increased labour demands already heavy for Wartime Housing and Veterans Land Act projects. The supply of workers to meet rapidly mounting requirements is exceedingly small; lack of materials presents a further serious problem.

Transportation—The call for track maintenance workers has not diminished. Locomotive firemen are also needed by the C.N.R. at most main railway points. While there have been a fair number of placements for bridge and building work in the Calgary area, the local office has further orders for 203 labourers.

Pacific Region

Agriculture—In spite of a poor response to the appeal for local volunteers the Emergency Farm Labour Service has succeeded fairly well in its efforts to secure general farm labour on the lower mainland and Vancouver Island. Temporary shortages arising from the unusually rapid maturing of crops have for the most part been met by students on vacation. In the Fraser Valley loggers idle on account of the fire hazard, and R.C.A.F. personnel stationed nearby, helped with the haying and pea threshing; men discharged from the armed services are lightening the problem of dairy farmers in the area.

The sudden high temperature also brought a pressing call for berry pickers, which was met with some difficulty. Twice as many women as last year were brought from the Prairies to the Fraser Valley, in order to handle the picking on a new development at Yarrow. Farmers in the vicinity of Penticton are being asked to find temporary work for cherry pickers until other fruits are ready for harvesting. At Kamloops, Japanese are picking tomatoes and vegetables.

Logging—By order of the Provincial Government Forest Service, camps and sawmills in the Vancouver forest area were shut down completely early in July. This order, which brought enforced idleness to approximately 8,000 bushworkers, resulted in the suspension of all orders for logging labour. However, the fire ban has been lifted and an inter-regional clearance order for the recruiting of 300 loggers from the Prairies is once more effective; while this number, if procured, would afford some measure of relief, the shortage of bushmen will be continuingly acute until the completion of the harvest. In the interior of the province, where no easing in manpower requirements is noted, the call for pit-prop cutters to fill United Kingdom orders is aggravating an already serious shortage.

Sawmills—Except in the Kamloops and Kelowna areas, where only skilled workmen are needed, there is a persistingly heavy overall labour shortage unlikely to be alleviated until the Autumn. In the New Westminster area, not only are many skilled and semi-skilled workers needed immediately, but heavy unskilled labourers are at a premium. Lack of logs and labour has greatly reduced the output of shingle and sawmills in the Vancouver district, and similar conditions are hampering operations on Vancouver Island.

Coal Mining—There is no marked change in the manpower situation. The annual holiday season is accentuating the dearth of

underground labourers and miners at the Elk River and Michel collieries, as also in the Prince Rupert area.

Gold Mining.—Placer mines are in urgent need of additional workers; should these not be forthcoming before the end of July, operations will have to be deferred until 1946. All quartz operators, also, are exceedingly short of experienced underground labour.

Manufacturing.—Although the Vancouver shipyards are still in the midst of the holiday shutdown, many vacancies for skilled workers are reported, as well as extensive orders for heavy labour; skilled artisans are also in great demand for the Victoria and Prince Rupert yards, but the lack of applicants fitted for the work required is general. Foundries and engineering shops, as well as the pulp and paper mills, have placed orders for all types of skilled and unskilled workers. At Trail,

high school students and teachers are being used extensively to supplement shortstaffed maintenance crews in the smelters.

Construction.—The grave shortage of skilled tradesmen persists. While high priority projects are reasonably well supplied with workers, employers in the lower labour priority brackets are faring very poorly. Orders for terrazzo mechanics for the Vancouver military hospital are being given Dominion-wide clearance. In Victoria, skilled carpenters, plasterers and painters on furlough from the armed services are being quickly placed.

Transportation.—There is still a fairly heavy demand for extra gang and sectionmen. While the marine service, too, is continuingly short of all classes of worker for coastal and deep sea shipping, the lack of personnel is not critical.

Applications for Employment; Vacancies and Placements; June, 1945

REPORTS received from the Employment Offices of the Unemployment Insurance Commission for the four weeks June 1 to June 28, 1945, showed a decrease of 1.6 per cent in the daily average of placements effected when compared with the preceding four-week period May 4 to May 31, and a loss of 18.1 per cent in comparison with the four weeks June 2 to June 29, 1944. Under the first comparison the only noteworthy changes in industrial groups were a gain in construction and a loss in forestry and logging. When compared with the four weeks of June, last year, slight increases were noted in construction, fishing, hunting and trapping and forestry and logging but all other industrial divisions recorded losses, the most pronounced being in manufacturing, services and trade.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at the National Employment Service Offices throughout Canada. It will be seen from the graph that the trends of the curves of vacancies and placements in relation to applications took downward courses. The ratio of vacancies to each 100 applications was 98.9 during the four weeks ending June 28, 1945, in contrast with 109.5 during the previous four weeks, and 111.1 during the four-week period June 2 to June 29, 1944. The ratio of placements to each 100 applications during the period under review was 63.3 compared with 70.9 during

the four weeks May 4 to May 31, 1945, and 71.5 during the four weeks in June, last year.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the four weeks June 1 to June 28, 1945, was 7,908 in comparison with 7,953 in the preceding four-week period and 9,619 during the four weeks June 2 to June 29, a year ago. The average number of applications for employment received daily during the period under review was 7,990 compared with 7,261 in the previous period and 8,652 during the four weeks June 2 to June 29, 1944. The average number of placements made daily by the offices during the four weeks ending June 28, 1945, was 5,064, of which 4,896 were in regular employment and 168 in work of one week's duration or less, in comparison with a daily average of 5,151 during the previous four weeks. Placements during the four-week period ending June 29, 1944, averaged 6,187 daily, consisting of 6,045 in regular employment and 142 in casual work.

During the period June 1 to June 28, 1945, the offices referred 162,941 persons to employment and effected a total of 121,535 placements. Of these, the placements in regular employment numbered 117,494, of which 91,326 were of males and 26,168 females, while placements in casual work totalled 4,041. The number of vacancies reported by employers was 137,344 for males and 52,438 for females, a total of 189,782, while applications for work numbered 191,749, of which

142,348 were from males and 49,401 from females. Reports for the four weeks May 4 to May 31, 1945, showed 182,908 positions offered, 167,010 applications for employment and 118,483 placements effected, while in the four weeks ending June 29, 1944, there were reported 230,868 vacancies, 207,653 applications and 148,478 placements in regular and casual employment.

The following table gives the placements effected by the offices each year from January 1935, to date:

YEAR	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,613	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945 (26 weeks).....	766,041	23,499	789,540

Nova Scotia and Prince Edward Island

During the four weeks ending June 28, 1945, the daily average of positions offered through Employment Offices in Nova Scotia

and Prince Edward Island was 293, compared with 266 in the previous period and 316 during the four weeks terminating June 29 last year. There was a daily average of 204 placements in comparison with 200 in the preceding four weeks and 266 during the period ending June 29, 1944. A fairly large reduction in manufacturing together with moderate losses in trade, construction and services accounted for the decline in placements when compared with the four weeks ending June 29 a year ago. A moderate increase was noted in public utilities operation, while the changes in other groups were nominal only. Placements by industrial divisions included: manufacturing 1,610; services 1,063; public utilities operation 774; trade 667; construction 497 and mining 175. There were 3,626 men and 1,144 women placed in regular employment.

New Brunswick

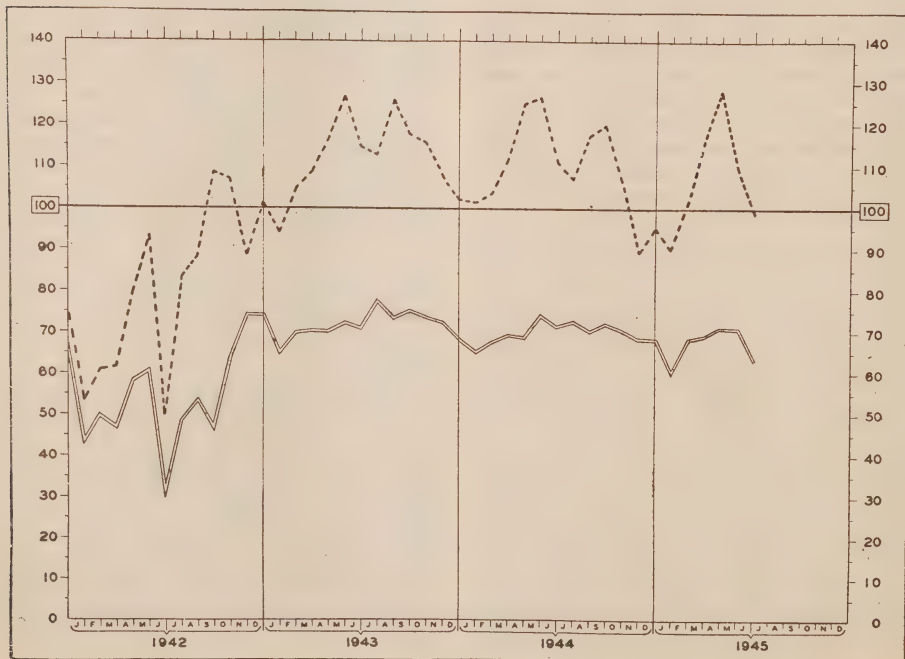
The demand for workers on a daily average as indicated by orders listed at Employment Offices in New Brunswick during the period under review, was 236 as compared with 185 in the preceding four weeks and 276 during the period June 2 to June 29, 1944. The average number of placements effected daily was 158, in comparison with 153 in the

VACANCIES NOTIFIED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———

Vacancies - - - - -

Placements ———



previous period and 199 during the four weeks ending June 29 last year. Reductions in placements from the corresponding period last year took place in manufacturing, forestry and logging, trade and services and gains in construction and public utilities operation, all of which were moderate in volume. Placements by industries included: manufacturing 1,137; public utilities operation 702; services 615; construction 531; trade 494, and forestry and logging 168. Regular placements numbered 2,898 of men and 846 of women.

Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the Province of Quebec during the four weeks terminating June 28, 1945; there being 2,079 in contrast with 2,383 in the preceding period and 2,883 during the four weeks ending June 29 a year ago. Placements decreased under both comparisons, the daily average being 1,333 during the period under review, in comparison with 1,499 in the previous four weeks and 1,721 during the period terminating June 29 last year. A fairly heavy decrease in manufacturing supplemented by substantial losses in services, and public utilities operation and declines of much smaller proportions in trade, construction, finance and insurance, and mining were responsible for the reduction in placements from the four weeks ending June 29, 1944. The only improvement reported was a fairly substantial gain in forestry and logging. Industrial divisions in which most of the placements were effected were: manufacturing 12,693; forestry and logging 5,137; construction 4,091; services 4,048; public utilities operation 2,450; trade 2,371 and mining 782; placements in regular employment numbered 26,725 of men and 5,189 of women.

Ontario

Employment opportunities as indicated by orders received at Offices in Ontario during the period ending June 28, 1945, showed a daily average of 3,337 workers, compared with 2,913 in the previous four weeks and 3,984 during the period terminating June 29, 1944. Placements registered a daily average of 2,049 during the four weeks under review, in contrast with 1,838 in the preceding period and 2,570 during the four weeks ending June 29 a year ago. The reduction in placements from the corresponding period last year was chiefly attributable to a marked decrease in manufacturing augmented by substantial declines in services and trade. In addition, losses much smaller in volume were re-

corded in forestry and logging, finance and insurance, and public utilities operation, but these were largely offset by a substantial gain in construction. Placements by industrial groups numbered: manufacturing 19,810; services 9,622; trade 5,437; construction 5,413; public utilities operation 5,215; mining 1,139; forestry and logging 1,028; finance and insurance 818, and agriculture 610. There were 36,814 men and 11,436 women placed in regular employment.

Manitoba

Orders received at Employment Offices in Manitoba during the four weeks under review, called for an average of 351 workers daily compared with 405 in the preceding period and 476 during the four weeks ending June 29 last year. Placements were fewer under both comparisons, the daily average being 254 in contrast with 270 in the previous four weeks and 307 during the period terminating June 29, 1944. The decrease in placements from the four weeks ending June 29 last year was greatest in manufacturing. Losses smaller in volume were reported in trade and services but were partly offset by a moderate gain in construction. The majority of placements recorded during the period took place in the following industries: services 1,660; manufacturing 1,463; trade 1,021; public utilities operation 956; construction 668 and mining 126. Placements in regular employment numbered 3,586 of men and 1,406 of women.

Saskatchewan

Positions offered through Employment Offices in Saskatchewan during the period ending June 28, 1945, averaged 185 daily in contrast with 175 in the previous four weeks and 217 during the period terminating June 29 a year ago. There was a daily average of 137 placements compared with 132 in the preceding four weeks and 154 during the period ending June 29 last year. Moderate decreases in manufacturing, trade and services and a gain in construction were the only changes of importance in placements when compared with the corresponding four weeks of 1944. Placements by industrial divisions included: services 1,079; trade 627; public utilities operation 547; manufacturing 399; construction 387 and agriculture 157. Regular placements numbered 2,049 of men and 899 of women.

Alberta

Opportunities for employment at Employment Offices in Alberta during the four weeks terminating June 28, numbered 396 daily compared with 368 in the period ending May 31 and 425 during the four weeks June 2 to June 29, 1944. The average number of place-

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
JUNE 1 TO JUNE 28, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	547	557	713	583	536	10	358
Charlottetown.....	320	512	450	370	335	2	325
Sammerside.....	227	45	263	213	201	8	33
Nova Scotia	6,493	5,955	6,177	5,985	4,234	121	3,209
Amherst.....	209	91	266	204	166		284
Bridgewater.....	107	110	147	61	50		44
Dartmouth.....	514	248	189	141	83		68
Digby.....	57	93	48	45	38		25
Glace Bay.....	265	231	310	258	246		191
Halifax.....	2,184	3,344	1,798	2,254	1,403		485
Inverness.....	22	1	28	25	21		9
Kentville.....	180	216	157	108	108		105
Liverpool.....	201	250	188	193	155		48
New Glasgow.....	657	213	837	824	556		744
New Waterford.....	394	332	116	99	59	64	87
North Sydney.....	18	6	88	15	12		76
Pictou.....	114	29	187	149	133	3	93
Springhill.....	28	20	37	22	20		33
Sydney.....	856	244	1,022	929	657	53	556
Sydney Mines.....	117	32	202	143	132		132
Truro.....	300	247	319	297	222	1	99
Yarmouth-Sheburne.....	270	248	238	218	173		130
New Brunswick	5,653	4,185	5,657	4,865	3,744	43	2,124
Bathurst.....	188	67	235	179	135		115
Campbellton.....	316	150	505	355	309	26	134
Edmundston.....	930	709	491	466	371		181
Fredericton.....	250	310	313	262	161		115
Minto.....	104	48	147	124	133		25
Moncton.....	1,734	1,376	1,766	1,514	1,008	11	935
Newcastle.....	111	78	129	121	138		80
Saint John.....	1,669	1,093	1,743	1,574	1,245	3	417
St. Stephen.....	162	243	106	102	92		38
Sussex.....	100	63	155	104	80	3	60
Woodstock.....	89	48	87	64	72		24
Quebec	49,902	52,262	56,563	43,242	31,914	81	30,153
Acton Vale.....	27	141	50	46	60		45
Asbestos.....	80	109	113	83	56		61
Baie St. Paul.....	78	41	122	75	64	5	40
Beauharnois.....	223	167	210	195	178		40
Buckingham.....	212	129	396	183	166		194
Campbell's Bay.....	73	95	51	26	17		23
Causapsca.....	3	351	42	34	27		34
Chandler.....	303	51	50	17	16		110
Chicoutimi.....	1,352	220	1,927	1,567	1,409	2	996
Coaticook.....	499	91	704	710	699		9
Cowansville.....	124	85	103	101	94		20
Dolbeau.....	732	444	370	294	311		118
Drummondville.....	494	256	558	482	370		373
East Angus.....	89	22	114	91	66		38
Farnham.....	83	48	112	73	93		37
Granby.....	229	348	491	195	191		173
Hull.....	862	398	1,039	728	652		515
Joliette.....	506	374	771	520	320		154
Jonquiere.....	430	227	585	411	267		533
Lachine.....	723	718	586	599	463		184
Lachute.....	417	233	500	238	153		152
La Malbaie.....	354	207	302	271	257		85
La Tuque.....	627	302	567	563	560		60
Levis.....	543	292	1,111	679	562		546
Longueuil.....	588	526	659	369	405		136
Louiseville.....	119	88	215	129	87		49
Magog.....	156	92	157	198	98		107
Matane.....	1,094	1,735	1,213	1,172	1,380	1	302
Megantic.....	698	101	572	560	562		22
Mont Laurier.....	233	92	229	223	181		60
Montmagny.....	240	24	441	247	252		135
Montmorency.....	176	93	403	374	134		200
Montreal.....	22,500	32,132	22,242	17,357	10,620	50	13,110
Plessisville.....	87	116	100	76	25		46
Pointe aux Trembles.....	405	333	464	374	293		95
Port Alfred.....	201	92	235	219	168		173
Quebec.....	2,726	1,989	4,638	2,713	1,951		5,266
Richmond.....	61	101	94	48	41	1	19
Rimouski.....	418	530	653	494	396		327
Riviere du Loup.....	98	172	104	35	46		116
Roberval.....	259	200	204	198	142		65
Rouyn.....	800	817	815	1,026	526		427

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
JUNE 1 TO JUNE 28, 1945—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded—							
Ste. Agathe.....	361	359	249	222	206		36
Ste. Anne de Bellevue.....	165	49	221	169	133		64
Ste. Therese.....	300	324	315	308	231		94
St. Georges de Beauce.....	1	1	8				5
St. Hyacinthe.....	362	712	414	378	316	2	158
St. Jean.....	649	510	743	510	299		182
St. Jerome.....	529	368	563	515	415		164
St. Joseph d'Alma.....	304	34	367	328	287	1	85
St. Paul l'Ermite.....	52	36	45	41	29		10
Shawinigan Falls.....	405	119	725	585	459		616
Sherbrooke.....	977	542	1,460	948	645	19	537
Sorel.....	569	436	903	672	700		200
Thetford Mines.....	796	129	1,026	789	758		244
Three Rivers.....	1,129	461	1,965	1,081	848		1,216
Val d'Or.....	593	345	684	527	479		120
Valleyfield.....	920	729	840	634	514		367
Verdun.....	1,412	2,208	1,498	1,216	962		689
Victoriaville.....	366	185	358	326	275		121
Ontario.....	80,082	67,667	71,429	65,175	48,250	844	21,786
Amnrior.....	155	266	199	167	151	1	18
Barrie.....	295	229	317	256	198		149
Belleville.....	560	342	452	606	396		137
Bracebridge.....	1,132	1,049	430	321	516		87
Brampton.....	189	471	173	140	126		32
Brantford.....	1,451	833	1,073	876	803	7	160
Brockville.....	236	48	284	305	223		40
Carleton Place.....	95	107	78	66	55		23
Chatham.....	463	457	539	614	384	14	180
Coburg.....	158	52	178	151	139		19
Collingwood.....	163	122	159	133	122		26
Cornwall.....	831	239	1,031	856	687	15	302
Dunnville.....	99	111	121	102	90		19
Fergus.....	92	93	81	67	61		-12
Fort Erie.....	198	301	296	213	167		75
Fort Frances.....	304	237	368	295	225		85
Fort William.....	1,576	1,571	994	1,202	1,087		366
Galt.....	658	851	479	446	340		104
Gananoque.....	74	36	70	72	68		26
Goderich.....	148	198	157	117	107		34
Guelph.....	929	773	639	738	502		93
Hamilton.....	4,672	5,088	5,295	4,251	2,843	57	1,542
Hawkesbury.....	152	77	382	327	99		81
Ingersoll.....	108	105	124	111	100		16
Kapuskasing.....	616	1,005	257	257	242		23
Kenora.....	664	679	286	92	116		81
Kingston.....	916	778	908	1,107	680		244
Kirkland Lake.....	821	424	1,155	775	637	15	237
Kitchener-Waterloo.....	1,668	1,475	923	1,028	875		68
Leamington.....	204	145	243	241	227		52
Lindsay.....	149	89	128	129	98		33
Listowel.....	122	126	96	110	86		13
London.....	3,208	2,148	2,862	3,009	1,793	183	559
Midland.....	332	410	379	397	314		134
Napanee.....	91	94	77	76	72		11
Newmarket.....	163	182	101	86	76		16
New Toronto.....	2,203	1,821	1,666	1,435	1,109		330
Niagara Falls.....	809	561	912	848	571		359
North Bay.....	963	860	870	563	654	42	163
Orangeville.....	120	81	74	74	68		5
Orillia.....	935	454	310	289	224		88
Oshawa.....	1,000	950	2,596	933	640	12	1,424
Ottawa.....	5,387	2,363	5,228	4,534	3,538	12	988
Owen Sound.....	446	323	453	417	335	1	160
Paris.....	26	180	49	52	28		16
Parry Sound.....	117	106	276	126	121		45
Pembroke.....	960	491	676	840	831		128
Perth.....	184	167	224	245	164	2	42
Peterborough.....	910	652	853	970	692		222
Pictou.....	91	33	108	81	88		25
Port Arthur.....	1,936	2,862	1,259	1,243	1,124	25	404
Port Colborne.....	301	299	264	177	217	1	80
Port Hope.....	59	67	98	88	79		28
Prescott.....	127	121	181	158	138		29
Renfrew.....	192	104	159	172	127		71
Renfrew.....	1,356	586	1,477	1,427	1,007		668
St. Catharines.....	591	810	648	718	558	17	143
St. Thomas.....	838	445	843	666	554		236
Sarnia.....	704	1,384	621	566	539		154
Sault Ste Marie.....							

**REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
JUNE 1, TO JUNE 28, 1945—Concluded**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Simcoe.....	356	257	314	302	240	7	32
Smith's Falls.....	207	102	224	217	188		44
Stratford.....	462	256	466	475	348	44	97
Sturgeon Falls.....	85	27	154	155	112		39
Sudbury.....	2,331	2,978	1,618	1,501	1,293	47	498
Tillsonburg.....	119	162	118	109	57		31
Timmins.....	1,041	914	1,318	1,109	895	33	547
Toronto.....	24,519	19,449	18,593	17,334	11,745	162	6,835
Toronto Junction.....	2,085	2,406	1,459	1,826	1,195	14	288
Trenton.....	274	220	229	295	218		53
Walkerton.....	170	140	156	139	94		57
Wallaceburg.....	116	144	173	170	122		74
Welland.....	954	1,493	672	650	549		107
Weston.....	893	698	500	478	469		72
Windsor.....	2,924	1,054	3,949	3,751	2,431	133	2,028
Woodstock.....	190	436	305	303	184		74
Manitoba.....	8,434	6,271	10,365	9,071	4,992	1,111	5,740
Brandon.....	462	526	312	373	279		128
Dauphin.....	181	125	375	159	103		234
Flin Flon.....	214	232	120	120	142	9	22
Portage la Prairie.....	209	123	165	165	160		129
Selkirk.....	111	46	101	92	90		25
The Pas.....	64	94	174	109	85		101
Winnipeg.....	7,193	5,125	9,118	8,053	4,133	1,100	5,101
Saskatchewan.....	4,443	3,391	6,782	5,083	2,948	341	2,704
Estevan.....	95	89	139	145	80		54
Moose Jaw.....	540	437	763	745	469	9	396
North Battleford.....	149	149	254	147	107		85
Prince Albert.....	459	311	504	393	288	1	320
Regina.....	1,659	1,200	2,359	2,168	1,107	265	723
Saskatoon.....	1,059	846	2,117	1,069	631	64	912
Swift Current.....	156	78	165	166	126		47
Weyburn.....	95	72	57	55	42	1	19
Yorkton.....	231	209	424	195	98	1	148
Alberta.....	9,498	6,132	9,000	8,328	5,440	552	3,347
Black Diamond.....	82	38	93	93	68		30
Blairmore.....	131	232	89	57	62		39
Calgary.....	3,308	1,953	3,464	2,774	1,731	225	1,402
Drumheller.....	223	308	187	171	87		74
Edmonton.....	4,338	1,990	4,449	4,392	2,797	314	1,553
Edson.....	275	241	54	54	101		24
Lethbridge.....	537	575	265	326	236	11	107
Medicine Hat.....	356	498	287	331	249	2	75
Red Deer.....	248	297	132	130	109		43
British Columbia.....	24,730	16,237	25,063	20,609	15,436	938	9,347
Chilliwack.....	328	254	232	225	261		100
Courtenay.....	176	248	154	131	159		75
Cranbrook.....	484	444	217	210	213		39
Dawson Creek.....	198	64	191	193	231		19
Duncan.....	477	402	237	239	371		44
Fernie.....	66	167	96	70	64		24
Kamloops.....	662	647	268	242	269		88
Kelowna.....	255	184	215	189	161		116
Nanaimo.....	321	178	328	288	222		163
Nelson.....	409	518	641	560	301		471
New Westminster.....	1,913	1,148	1,793	1,404	1,106	28	722
North Vancouver.....	377	219	386	309	266		139
Penticton.....	365	234	242	247	211		107
Port Alberni.....	515	307	300	247	339	11	88
Prince George.....	632	341	505	493	512	23	113
Prince Rupert.....	405	403	400	374	357		111
Princeton.....	152	124	70	57	84	4	19
Trail.....	226	204	343	231	156		265
Vancouver.....	14,066	8,362	15,777	12,691	8,264	825	5,564
Vernon.....	479	227	467	365	363	3	167
Victoria.....	2,070	1,102	2,093	1,747	1,410	44	864
Whitehorse.....	154	460	108	97	116		49
Canada.....	189,782	162,657	191,749	162,941	117,494	4,041	78,768
Males.....	137,344	117,163	142,348	123,598	91,326	1,354	55,431
Females.....	52,438	45,494	49,401	39,343	26,168	2,687	23,337

ments registered daily was 250 during the period under review, in comparison with 246 in the previous four weeks and 255 during the period ending June 29 a year ago. When comparing placements by industrial groups with the four weeks terminating June 29 last year, none of the changes was large, the most significant being declines in manufacturing and services, and a gain in public utilities operation. Industries in which employment was found for more than 300 workers included: services 1,636; trade 1,016; manufacturing 1,005; public utilities operation 817; construction 803 and mining 342. Placements in regular employment numbered 3,801 of men and 1,639 of women.

British Columbia

Orders listed at Employment Offices in the Provinces of British Columbia during the

period ending June 28, 1945, were 1,030 in contrast with 927 during the preceding four weeks and 1,042 in the period terminating June 29, 1944. There was a daily average of 682 placements in comparison with 600 in the previous period and 714 during the four weeks ending June 29 last year. Reduced placements in manufacturing, services, agriculture, trade, construction, and finance and insurance accounted for the decrease in placements from the period ending June 29, a year ago, but these were offset in part by moderate gains in public utilities operation, and forestry and logging. Industrial divisions in which most of the placements were effected were: manufacturing 5,087; services 3,317; trade 1,910; public utilities operation 1,894; forestry and logging 1,801, and construction 1,600. There were 11,827 men and 3,609 women placed in regular employment.

Quarterly Report of the National Employment Service Offices, March 30 to June 28, 1945

EMPLOYMENT conditions, as indicated by the work of the Employment Service Offices of the Unemployment Insurance Commission during the second quarter of 1945, showed moderate decreases in both vacancies and placements when compared with those reported during the corresponding quarter of 1944. Fishing, hunting and trapping showed increases in both instances but all other industrial divisions recorded losses in vacancies and placements, the greatest reductions in vacancies being in manufacturing, services, trade, public utilities, forestry and logging and agriculture and the heaviest losses in placements in manufacturing, services, trade, agriculture and public utilities. Prince Edward Island recorded gains in vacancies and placements but all other provinces registered losses in both cases. The largest reductions in vacancies were registered for Ontario, Quebec, Alberta and Manitoba and in placements for Ontario, Quebec and Nova Scotia.

From the chart which accompanies the article on the work of the Employment Offices for the four-week period June 1 to June 28, 1945, it will be seen that the curves of vacancies and placements in relation to applications showed upward trends in April but decreases in May and June. During the thirteen-week period there was a ratio of 113.2 vacancies and 68.5 placements for each 100 applications for employment as compared with 121.3

vacancies and 71.9 placements during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 8,742; of applicants registered 7,721; and of placements effected 5,290 in contrast with a daily average of 9,983 vacancies, 8,232 applications and 5,923 placements during the same quarter of 1944.

During the three months April to June, 1945, the offices reported that they had referred 541,432 persons to positions and had effected a total of 402,011 placements, of which 389,013 were in regular employment and 12,998 in casual work. Of the placements in regular employment 277,173 were of males and 111,840 of females. A comparison with the corresponding period of 1944, shows that 456,076 placements were then made, of which 444,445 were in regular employment and 11,631 in casual work. Applications for employment during the period under review were received from 412,956 males and 173,838 females, a total of 586,794 in contrast with the registration of 633,870 during the same period of last year. Employers notified the offices during the quarter April to June, 1945, of 664,412 vacancies of which 465,487 were for males and 198,925 for females, as compared with 768,692 opportunities for work offered during the corresponding period a year ago.

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND SELECTIVE

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	90	45	.....	278	113	1	236	88	.....	543	128	.....
Fishing, Hunting and Trapping	65	61	.....	93	11	.....	9	8	.....	72	12	.....
Forestry and Logging	229	24	.....	295	85	.....	3,035	376	.....	27,105	21,083	92
Mining	14	14	.....	715	457	.....	233	286	.....	4,263	2,434	.....
Metallic Ores and Prospecting.....	.....	.....	.....	2	2	.....	.....	.....	.....	2,778	1,566	.....
Coal.....	.....	.....	.....	664	414	.....	235	239	.....	105	67	.....
Oil, Gas Wells, Quarrying.....	14	14	.....	49	41	.....	58	47	.....	1,380	801	.....
Manufacturing	460	407	.....	7,456	5,045	4	5,095	3,799	16	86,597	46,994	18
Food and Kindred Products.....	237	222	.....	1,159	898	1	876	691	.....	8,448	4,534	.....
Textiles, apparel, etc.....	8	5	.....	576	440	1	362	257	.....	18,513	9,084	3
Lumber and Finished Lumber Products.....	17	15	.....	347	241	.....	1,433	1,034	3	7,718	4,420	7
Pulp, Paper Products and Printing.....	23	17	.....	161	127	.....	837	635	13	6,443	4,352	6
Chemical and Allied Products.....	45	30	.....	59	34	.....	308	234	.....	3,190	1,837	1
Products of Petroleum and Coal.....	.....	.....	.....	20	17	.....	13	13	.....	924	511	.....
Rubber Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,379	885	.....
Leather and its Products.....	.....	.....	.....	51	28	.....	45	42	.....	3,113	1,487	.....
Stone, Clay and Glass Products.....	.....	.....	.....	80	52	.....	139	91	.....	1,929	1,241	.....
Iron and Steel and their Products.....	7	6	.....	1,076	945	2	303	165	.....	10,106	5,280	.....
Non-Ferrous Metal Products.....	.....	.....	.....	11	1	.....	12	11	.....	3,311	2,128	.....
Machinery.....	.....	.....	.....	21	16	.....	26	15	.....	3,179	1,496	.....
Transportation Equipment.....	123	112	.....	3,879	2,237	.....	675	554	.....	15,644	8,653	.....
Miscellaneous.....	.....	.....	.....	16	9	.....	66	57	.....	2,700	1,136	1
Construction	142	106	1	2,060	1,233	18	2,030	1,421	3	23,001	12,077	7
Public Utilities Operation	367	367	8	2,793	2,089	9	2,940	2,156	.....	13,342	7,968	152
Heat, Light and Power.....	32	30	.....	43	29	.....	38	30	.....	1,150	671	.....
Transportation and Storage.....	212	223	8	2,607	1,953	6	2,759	2,001	.....	11,195	6,736	152
Communications.....	23	14	.....	143	107	3	143	125	.....	994	561	.....
Trade	385	324	.....	2,558	1,941	12	2,121	1,558	4	17,321	8,772	21
Finance and Insurance	26	23	.....	185	102	5	146	132	.....	2,401	1,300	1
Services	531	372	4	4,551	2,913	333	3,232	2,111	168	30,721	15,013	322
Professional and Public.....	174	125	2	1,292	924	15	1,011	660	10	7,250	4,678	25
Recreational.....	6	4	.....	145	72	12	109	74	4	1,885	841	1
Business.....	.....	.....	.....	52	37	.....	19	13	.....	574	264	.....
Domestic.....	74	21	2	490	45	293	203	51	35	2,130	288	231
Personal other than Domestic.....	61	53	.....	303	227	4	292	224	.....	3,718	1,686	6
Hotels and Restaurants.....	181	136	.....	1,802	1,258	7	1,072	806	1	10,843	5,190	8
All Others.....	35	33	.....	467	350	2	526	283	118	4,321	2,066	51
Totals	2,309	1,643	13	20,984	13,989	382	19,137	11,935	191	205,366	115,781	613
Males	1,576	1,040	10	15,280	10,007	143	14,799	8,759	16	154,017	89,536	277
Females	733	603	3	5,704	3,982	239	4,338	3,176	175	51,349	26,245	336

SERVICE OFFICES, MARCH 30, TO JUNE 28, 1945.

Ontario			Manitoba			Saskatchewan			Alberta			Br.-Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
3,300	1,502	9	601	374	10	1,375	820	3	1,656	1,013	23	1,047	287	8	9,126	4,370	54
42	21	.....	66	58	.....	4	4	.....	51	33	1	128	93	.....	530	301	1
10,410	3,901	1	211	50	.....	65	7	.....	287	120	.....	9,024	6,000	15	50,661	31,646	108
5,094	3,107	3	551	349	.....	68	54	.....	2,189	1,143	1	2,033	963	3	15,221	8,807	7
4,124	2,543	1	479	302	.....	44	36	.....	284	111	.....	1,474	597	3	9,141	5,121	4
3	3	.....	.....	.....	.....	25	18	.....	1,220	529	.....	97	135	.....	2,368	1,423	.....
967	561	2	72	47	.....	.....	.....	.....	685	503	1	462	231	.....	3,712	2,263	3
108,379	63,771	129	8,319	4,686	380	2,278	1,706	32	5,071	3,258	99	22,284	13,969	219	245,939	143,635	897
14,600	8,843	52	2,745	1,680	60	1,424	1,146	13	2,634	1,840	51	2,957	1,885	23	35,080	21,739	200
12,764	6,328	5	1,720	810	64	32	19	1	218	158	3	356	200	1	34,549	17,251	78
8,543	5,028	14	763	341	163	272	163	5	709	408	14	5,625	3,741	68	25,427	15,391	274
9,648	5,122	16	561	351	27	96	66	.....	186	104	18	1,899	1,056	7	19,854	11,830	87
4,547	2,618	1	314	186	18	110	88	.....	91	71	.....	422	249	26	9,086	5,347	46
581	442	.....	129	102	1	98	82	5	127	91	.....	170	121	6	2,062	1,379	12
3,687	2,221	.....	9	7	.....	.....	.....	.....	7	6	.....	70	55	1	5,152	3,174	1
2,139	1,156	.....	174	63	4	2	.....	.....	6	4	.....	141	71	7	5,671	2,851	11
2,753	1,482	1	313	153	5	89	43	6	389	217	5	300	170	11	5,992	3,449	28
17,710	11,107	20	536	368	.....	4	8	.....	301	105	3	1,463	928	18	31,506	18,912	43
5,024	2,582	7	118	54	19	8	7	.....	85	52	.....	770	570	11	9,339	5,405	37
12,602	7,863	6	198	126	3	80	50	2	172	108	4	727	443	8	17,005	10,117	23
9,429	6,770	6	515	325	13	50	27	.....	90	73	1	7,133	4,314	32	37,538	23,065	52
4,352	2,209	1	224	120	3	13	7	.....	56	21	.....	251	166	.....	7,678	3,725	5
24,373	13,865	48	2,545	1,697	35	1,351	926	14	3,343	2,217	33	6,557	4,308	47	65,492	37,850	206
23,856	17,466	13	4,724	2,783	165	2,565	1,408	31	4,445	2,513	47	8,775	5,856	102	63,897	42,506	527
1,559	1,131	.....	151	95	2	39	31	.....	238	192	.....	410	295	3	3,660	2,504	5
20,664	15,355	13	4,408	2,612	162	2,433	1,329	31	4,035	2,228	41	7,809	5,183	96	56,225	37,620	509
1,633	980	.....	165	76	1	93	48	.....	172	93	6	556	378	3	3,922	2,382	13
27,515	17,576	122	5,137	2,827	838	2,997	2,005	152	4,397	3,045	312	8,048	5,386	264	70,479	43,434	1,725
4,768	3,108	2	571	319	43	289	192	4	390	266	15	1,395	742	10	10,171	6,184	80
53,757	29,448	2,242	8,427	3,723	2,073	5,480	2,997	721	9,359	4,677	1,320	17,018	9,026	2,210	133,076	70,280	9,393
14,982	10,453	51	1,958	1,117	160	1,286	907	19	1,983	1,269	41	4,216	2,900	78	34,152	23,038	401
2,523	1,419	12	451	217	77	160	74	7	291	178	20	577	320	8	6,147	3,199	141
1,167	737	1	165	110	1	60	43	1	145	112	2	254	175	4	2,436	1,491	9
5,102	485	2,023	1,944	111	1,470	915	73	511	2,348	179	1,183	3,260	278	2,025	16,466	1,531	7,773
4,388	2,416	9	855	435	47	403	290	7	749	545	6	1,268	814	6	12,037	6,690	85
18,980	10,292	25	2,197	1,280	245	1,669	1,147	11	2,755	1,764	44	5,632	3,448	14	45,131	25,321	355
6,615	3,646	121	857	453	73	987	463	165	1,088	630	24	1,811	1,091	75	16,707	9,015	629
261,494	153,765	2,569	31,152	16,866	3,544	16,473	10,119	957	31,188	18,285	1,851	76,309	46,630	2,878	654,412	389,013	12,998
175,477	104,989	470	18,635	10,650	1,208	10,564	6,420	368	20,536	12,031	688	54,603	33,741	1,109	465,487	277,173	4,289
86,017	48,776	2,099	12,517	6,216	2,336	5,909	3,699	589	10,652	6,254	1,163	21,706	12,889	1,769	198,925	111,840	8,709

Unemployment in Trade Unions at the Close of the Quarter Ending June 30, 1945

THE percentage of unemployment among members of labour organizations decreased to 0.5 at the end of the June quarter from the percentage of 0.7 at March 31, 1945.

Unemployment in the following report has reference only to involuntary idleness due to economic causes. Persons who are without work on account of illness, a strike or a lock-out, or who are engaged in work outside their own trades are not considered as unemployed. As returns from unions making reports vary from quarter to quarter, with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures quoted refer only to the organizations reporting.

For the close of the quarter ended June 30, returns from 2,238 local labour organizations were tabulated. These reported a total membership of 414,150 members of whom 2,266 or 0.5 per cent, were without work. In comparison at the end of March, 1945, 2,337 locals reported a membership of 421,779 persons of whom 2,998 or 0.7 per cent were unemployed.

At the end of June, 1944, the unemployed were 0.3 per cent of the total reported membership, and at the end of June, 1939, the percentage was 11.6.

Improvement in employment as compared with the previous quarter was recorded among union workers engaged in logging, construction, transportation (railways), pulp and paper mills, the manufacture of other wood products and in textiles, while employment opportunities for aluminum workers in the non-ferrous metal trades and for automobile workers were less favourable than in the previous quarter. Improvements were indicated by reports from locals of retail and wholesale clerks, and in fishing. Slight declines were registered in certain iron trades, chemical and allied products, communication, and telegraph operation.

The percentage of unemployment in each province is shown in Table I. In comparison with the previous quarter, employment conditions improved in Quebec, Manitoba, Alberta and British Columbia, but were slightly less favourable in Nova Scotia, Ontario, New Brunswick and Saskatchewan. All provinces except Nova Scotia, which advanced to 1.2, held below the 1 per cent level. In comparison with June of the previous year, somewhat improved conditions were indicated for New Brunswick; while lower employment levels prevailed in Nova Scotia, Quebec, Ontario, Saskatchewan, and Alberta; no change was noted for either Manitoba or British Columbia.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. At the end of June, the percentages ranged from no unemployment reported in Halifax and Saint John to 2.0 per cent in Regina. The percentage for Edmonton was 0.3, for Toronto 0.1; and for Montreal, Winnipeg and Vancouver 0.2 per cent in each case. In comparison with conditions at the end of the previous quarter, a marked employment recession was recorded only in Regina; the percentage of unemployed trade union members reported from Halifax decreased from 0.4 to full employment; in Saint John from 0.1 to full employment; in Montreal from 0.6 to 0.2; in Toronto from 0.2 to 0.1; in Winnipeg from 0.9 to 0.2; and in Edmonton from 0.8 to 0.3; Vancouver remained the same at 0.2.

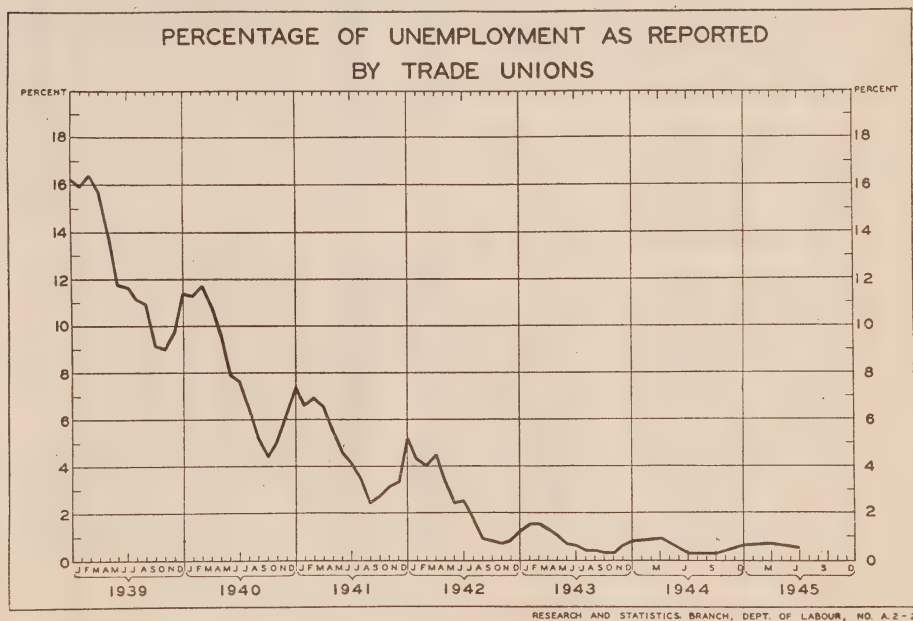
Comparing the June, 1945, figures with those of June, 1944, improvement in employment was noted in Halifax, Saint John and Montreal. Vancouver, Winnipeg and Toronto were unchanged while recession was recorded in Edmonton and Regina. The most pronounced change was recorded for Regina where the percentage of unemployed trade unionists increased from 0.1 to 2.0.

Returns were tabulated for 794 local unions in the manufacturing industries. These reported a combined membership of 214,832 members of whom 1,602 or 0.7 per cent were reported as unemployed. In comparison 0.4 per cent of 218,124 members were unemployed at the end of the previous quarter, while in June, 1944, 0.1 per cent of 223,975 members were listed as unemployed. Among union members in pulp and paper, wood products, vegetable products, textiles and textile products, mineral products, and miscellaneous manufacturing industries, the employment situation was more favourable than at the end of March. The employment situation was less favourable for trade unionists in the animal products industries, iron and its products, and non-ferrous metals. Of 3,664 members reported in the aluminum industry, 360 or 9.8 per cent were reported unemployed at the period under review; this is a pronounced recession from the 0.2 per cent of 5,697 members recorded in the previous quarter. As compared with June, 1944, decreases in unemployment among trade union members were noted in vegetable products industries, pulp and paper products and garment workers. The percentage of unemployed trade unionists increased in the animal products industries, iron and its products, non-ferrous metals, mineral products, chemical and

allied products, and miscellaneous manufactures. The largest increase was recorded in the locals reporting for non-ferrous metal industries, namely from full employment to 5.7 per cent.

Reports were received from 854 locals in the transportation industries. These reported a combined membership of 91,629 of whom 264 or 0.3 per cent were without work on the reporting date. In comparison, 0.6 per cent of 92,663 members were reported unemployed at the end of March, 1945, and 0.3 per cent of 79,380 members at the end of June, 1944. Unemployment among union workers in navigation decreased to 0.7 per cent from 0.8 at the end of the previous quarter and 1.2 at the end of June in the previous year. A slight

125, or 0.4 per cent, were unemployed at the end of June. This compares favourably with 0.6 per cent of members without work at the quarter preceding, but is a slight increase compared with 0.3 per cent at the end of June in the previous year. Unemployment among coal miners improved from 0.3 to full employment for the period under review. Full employment in this industry was also reported in June, 1944. No unemployment was reported among metal miners for the quarter ended June 30, but 3.5 per cent of 3,564 union members engaged in non-metallic mining were without work at that date. Unions of non-metallic miners reported unemployment percentages of 3.4 and 2.1 for March, 1945, and June, 1944, respectively.



employment increase was registered in the steam railway group to 0.3 from 0.7 at the end of the previous quarter and 0.4 at the end of June, 1944. Unions whose members are engaged in local and highway transportation showed no change in employment as compared with the previous quarter. The 0.2 per cent reported was, however, an increase over the almost full employment recorded in June, 1944.

There were 69 unions of miners reporting a total membership of 30,754 persons, of whom

The Department received reports from 192 locals in the building and construction trades with a combined membership of 30,071 persons of whom 82 or 0.3 per cent were unemployed. In comparison 1.9 per cent were unemployed at the end of March, 1945, and 0.9 at June 30, 1944. Bridge and structural iron workers, electrical workers, and lathers continued to be fully employed, while improvement in employment was noted in all the other groups in this category particularly steam shovel and

dredgemen; bricklayers, masons and plasterers; carpenters; plumbers and steamfitters; and among hod carriers and miscellaneous building workers.

The 0.2 per cent unemployment in public and personal service is the same as was reported at the end of June, 1944, but is a slight improvement over the 0.3 per cent registered at March, 1945. Employment in the retail trades improved from 2.1 at March to full employment for the period under review. Full employment for this group was also noted at June 30 of the previous year.

Unemployment in the communications groups increased from 0.1 to 1.3 per cent of the total reported membership of 7,875. At the same date in the previous year, 1.5 per cent were unemployed.

One union of fishermen reported 10.9 per cent or 25 of its 230 members as unemployed. This sample is too small to be considered representative of the general conditions in the industry.

At the end of the quarter under review full employment was reported for lumber workers and loggers. The same situation prevailed at June of the previous year. Six point one per cent of 6,587 members were unemployed at March, 1945.

The accompanying chart illustrates the trend of unemployment from January, 1939, to date. Table I shows by provinces the average percentage of union members who were unemployed each year from 1933 to 1944 inclusive. Also indicated is the percentage of those without work for June of each year since 1932, for each month of 1943, and for each quarter of 1944. Table II indicates the percentage of unemployment in the various groups of industries at certain dates since 1932.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	.8	.9	1.1	.6	.9	.7	.8	.4	.8
Average 1944.....	.2	.6	.7	.4	.5	.6	.6	.5	.5
June 1932.....	9.6	12.0	27.1	23.4	18.1	14.4	23.4	22.3	21.9
June 1933.....	13.8	13.0	28.3	23.3	19.4	14.9	24.5	18.6	21.8
June 1934.....	11.4	7.3	22.9	15.9	17.0	12.1	24.8	17.2	18.0
June 1935.....	12.2	8.1	21.9	12.0	13.7	9.4	20.1	13.2	15.4
June 1936.....	6.7	7.8	19.0	13.3	8.4	6.4	17.2	10.5	13.9
June 1937.....	5.9	4.7	15.3	7.6	5.7	7.2	16.6	8.0	10.4
June 1938.....	3.6	14.8	17.1	12.4	12.5	9.7	17.8	14.3	13.5
June 1939.....	6.3	8.9	15.0	9.7	10.2	6.6	18.2	9.7	11.6
June 1940.....	2.4	3.7	12.2	4.9	3.9	3.4	14.6	7.7	7.6
June 1941.....	2.0	1.9	6.2	2.0	4.3	1.8	11.5	3.8	4.1
June 1942.....	1.3	4.7	4.6	1.6	1.1	.9	2.6	.9	2.5
June 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
June 1944.....	0.1	0.6	0.4	0.2	0.2	0.5	0.2	0.2	0.3
June 1945.....	1.2	.1	.6	.7	.2	.9	.3	.2	.5
Jan. 1943.....	.4	2.3	2.1	.8	2.7	.9	1.4	1.6	1.5
Feb. 1943.....	.5	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5
March 1943.....	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
April 1943.....	.3	1.3	1.6	.9	1.3	.9	.8	.4	1.0
May 1943.....	.2	1.2	1.3	.4	.8	.6	.9	.2	.7
June 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
July 1943.....	.1	.4	.7	.3	.5	.3	.2	.1	.4
Aug. 1943.....	.5	.5	.7	.3	.5	.6	.1	.2	.4
Sept. 1943.....	.1	.4	.4	.3	.3	.7	.1	.2	.3
Oct. 1943.....	.2	.4	.4	.3	.3	.3	.3	.4	.3
Nov. 1943.....	2.9	.4	.5	.4	.3	.8	.5	.2	.6
Dec. 1943.....	2.9	.3	.7	.5	.8	.8	.9	.5	.8
Mar. 1944.....	0.4	0.9	0.9	0.9	0.9	0.7	1.4	0.7	0.9
June 1944.....	0.1	0.6	0.4	0.2	0.2	0.5	0.2	0.2	0.3
Sept. 1944.....	0.2	0.7	0.4	0.2	0.1	0.5	0.1	0.4	0.3
Dec. 1944.....	0.0	0.2	0.9	0.4	0.8	0.5	0.7	0.6	0.6
Mar. 1945.....	0.5	0.0	1.2	0.6	0.9	0.8	0.8	0.5	0.7
June 1945.....	1.2	0.1	0.6	0.7	0.2	0.9	0.3	0.2	0.5

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and logging	Mining	Manufacturing	Vegetable products	Pulp and paper	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile workers	Garment workers	Hat, cap and glove workers	Animal products workers	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations		
1932.....	7.6	48.7	12.4	24.2	10.3	3.3	33.6	13.1	0.4	6.3	31.3	22.1	132.5	17.5	27.8	26.3	24.6	14.4	0	0	0	34.0	69.8	11.8	35.4	13.0	14.0	10.8	11.0	0	2.3	11.4	5.1	21.9	21.9	
1933.....	1.2	24.1	14.6	24.5	8.4	14.0	12.7	14.5	0.2	6.8	18.9	10.6	20.7	8.2	20.9	30.8	34.4	0.9	0	0	0	36.9	67.9	12.8	31.0	13.6	10.0	10.1	11.0	0	1.4	12.9	5.1	23.4	21.8	
1934.....	2.2	3.0	20.9	17.2	6.0	8.7	6.7	11.6	0.1	7.6	18.1	13.7	21.2	6.2	19.8	38.3	30.8	0.9	0	0	0	42.3	67.9	12.8	31.0	13.6	10.0	10.1	11.0	0	6.2	7.1	3.0	14.9	18.0	
1935.....	1.2	5.1	18.2	15.9	10.2	7.3	4.3	9.5	0.5	1.2	13.4	16.8	24.0	10.4	14.4	18.5	17.9	0.9	0	0	0	44.4	77.7	27.2	9.1	8.6	9.1	8.1	12.9	0	10.3	6.9	2.0	14.7	15.4	
1936.....	1.7	3.8	18.4	13.9	9.9	5.4	2.1	8.3	0.0	3.3	15.5	2.9	27.7	13.9	17.9	10.3	14.6	0.9	0	0	0	34.1	40.5	6.3	32.5	4.5	25.7	7.9	8.1	0	3.5	5.4	2.0	10.2	13.9	
1937.....	-8.8	1.6	14.0	11.9	7.0	0.0	5.6	6.8	0.3	7.7	19.1	2.3	27.1	13.7	21.9	13.9	14.6	0.9	0	0	0	39.1	24.6	5.3	32.5	8.4	25.7	7.9	8.1	0	3.5	5.4	2.0	10.2	13.9	
1938.....	-6.2	11.6	16.1	7.0	6.0	10.3	13.8	7.0	...	29.9	25.5	8.3	28.3	13.7	17.4	13.9	14.6	0.9	0	0	0	39.1	24.6	5.3	32.5	8.4	25.7	7.9	8.1	0	3.5	5.4	2.0	10.2	13.9	
1939.....	7.3	10.1	14.7	13.5	4.7	0.0	5.3	4.5	7.1	0.3	19.0	8.3	20.3	17.5	17.5	13.9	14.6	0.9	0	0	0	34.1	24.6	5.3	32.5	8.4	25.7	7.9	8.1	0	3.5	5.4	2.0	10.2	13.9	
1940.....	27.7	20.3	11.9	8.5	2.3	3.1	1.0	5.5	9.3	4.7	13.7	9.7	12.9	17.5	4.1	17.5	13.9	0.9	0	0	0	34.1	24.6	5.3	32.5	8.4	25.7	7.9	8.1	0	3.5	5.4	2.0	10.2	13.9	
1941.....	16.9	3.7	2.4	2.8	1.1	1.9	6.3	3.4	0.7	3.0	13.7	9.7	12.9	17.5	4.1	17.5	13.9	0.9	0	0	0	34.1	24.6	5.3	32.5	8.4	25.7	7.9	8.1	0	3.5	5.4	2.0	10.2	13.9	
1942.....	6.2	3.7	2.4	2.8	1.1	1.9	6.3	3.4	0.7	3.0	13.7	9.7	12.9	17.5	4.1	17.5	13.9	0.9	0	0	0	34.1	24.6	5.3	32.5	8.4	25.7	7.9	8.1	0	3.5	5.4	2.0	10.2	13.9	
1943.....	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1944.....	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1945.....	10.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1946.....	4.0	0.0	9.9	9.9	2.2	1.9	2.0	1.6	0.2	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1947.....	9.3	2.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1948.....	7.7	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1949.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1950.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1951.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1952.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1953.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1954.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1955.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1956.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1957.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1958.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1959.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1960.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1961.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1962.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1963.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1964.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1965.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1966.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1967.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1968.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1969.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1970.....	0.0	0.0	9.9	9.9	2.2	1.1	1.0	1.1	0.0	6.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1971.....	0.0	0.0	9.9	9.9																																

STRIKE activity in Canada during the month of July increased sharply as compared with June and was greater than in July, 1944. Preliminary figures show 28 strikes in existence during July, involving 11,884 workers and causing a time loss of 45,273 man-working days, as compared with 12 strikes in June, with 2,773 workers involved and a time loss of 4,688 days. In July, 1944, there were 23 strikes, involving 9,571 workers, with a time loss of 26,023 days.

Preliminary figures for the first seven months of this year show 108 strikes, involving 36,855 workers, with a time loss of 128,996 man-days, as compared with 135 strikes, with 57,423 workers involved and a time loss of 344,311 days, for the same period last year.

Of the 28 strikes recorded for July, 1945, two resulted in favour of the workers, four in favour of the employers, two were compromise

settlements and nine were indefinite in result, work being resumed pending final settlement. At the end of the month, therefore, 11 strikes were reported as untermiated, namely—tire factory workers, Kitchener, Ont., meat packing plant workers at Toronto, Ont., Peterborough, Ont., St. Boniface, Man., Edmonton, Alta., and Vancouver, B.C., compositors, pressmen, etc., at Quebec, P.Q., moulders at Moncton, N.B., metal factory workers at Vancouver, B.C., elevator mechanics and helpers at Montreal, P.Q. and plumbers at Windsor, Ont.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		

MANUFACTURING— Metal Products— Foundry workers, Guelph, Ont.	1	(a) 227	1,800	Commenced June 26; protest against Finding and direction of NWLB† disallowing most of wage increases approved by RWLB†; terminated July 11; return of workers pending further negotiations; indefinite.
	3	(b) 10	200	Commenced June 27; against dismissal of a worker allegedly for union activity; terminated July 25; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.

MINING— Coal miners, New Waterford, N.S.	1	984	3,500	Commenced July 3; re payment to loaders for extra coal loaded Saturdays; terminated July 7; return of workers; in favour of employer.
	3	1,500	2,250	Commenced July 9; against deductions from pay of miners for quitting work before end of shift; terminated July 10; return of workers; in favour of employer.
	2	800	2,400	Commenced July 9; for increased brushing in low long-wall areas; terminated July 12; conciliation, federal; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1945*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During July, 1945—Continued				
MANUFACTURING—				
Rubber and Its Products—				
Tire factory workers, Kitchener, Ont.	1	322	400	Commenced July 28; for increased wages for maintenance men while on plant reconstruction work; untermi- nated.
Animal Foods—				
Meat packing plant workers, Toronto, Ont.	5	(c)1,498	10,450	Commenced July 17; for dismissal of a worker suspended from membership in union; untermi- nated.
Meat packing plant workers, Peterborough, Ont.	1	190	950	Commenced July 26; in sympathy with strikers at Toronto, July 17; untermi- nated.
Meat packing plant workers, St. Boniface, Man.	1	(d)1,346	5,384	Commenced July 27; in sympathy with strikers at Toronto, July 17; untermi- nated.
Meat packing plant workers, Edmonton, Alta.	1	(e) 571	1,142	Commenced July 30; in sympathy with strikers at Toronto, July 17; untermi- nated.
Meat packing plant workers, Vancouver, B.C.	1	130	260	Commenced July 30; in sympathy with strikers at Toronto, July 17; untermi- nated.
Boots and Shoes (Leather)—				
Shoe factory workers, Quebec, P.Q.	1	53	360	Commenced July 9; for payment of wage adjustments approved by RWLB; terminated July 16; conciliation, provincial, and reference to arbitration; in favour of workers.
Pulp, Paper and Paper Products—				
Pulp and paper mill workers, Clermont, P.Q.	1	278	556	Commenced July 20; inter-union dispute re employment of an out-of-town worker to fill a vacancy; terminated July 21; negotiations; compromise, trial to be given to worker having seniority.
Printing and Publishing—				
Compositors, pressmen, etc., Quebec, P.Q.	1	59	970	Commenced July 9; against transfer of a worker from one job to another; untermi- nated.
Miscellaneous Wood Products—				
Saw and planing mill workers, Matane, Priceville, Rimouski, P.Q.	3	1,400	5,600	Commenced July 16; for increased wages; terminated July 20; conciliation, provincial, and return of workers pending further reference to RWLB and NWLB; indefinite.
Metal Products—				
Foundry workers, Weston, Ont.	1	200	125	Commenced July 5; for check-off in new agreement under negotiations; terminated July 5; conciliation, federal, and return of workers pending settlement; indefinite.
Freight car factory workers, Trenton, N.S.	1	1,161	4,900	Commenced July 7; against dismissal of a rivet heater for alleged failure to do his work; terminated July 14; negotiations, return of workers and replacement; in favour of employer.
Moulders, Moncton, N.B.	1	(f) 19	250	Commenced July 16; protesting change in working conditions due to change-over from incentive bonus to piece-work rates; untermi- nated.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1945*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During July, 1945—Concluded				
Foundry workers, Orillia, Ont.	1	57	114	Commenced July 18; protesting appeal by the Company to NWLB against decision of RWLB re increased wages; terminated July 19; conciliation, provincial, and return of workers pending decision of NWLB; indefinite.
Metal factory workers, Vancouver, B.C.	1	446	1,600	Commenced July 27; for implementation of Minority Report of IDI; Board re union shop and check-off; untermminated.
Elevator mechanics and helpers, Montreal, P.Q.	3	9	9	Commenced July 31; against dismissal of a worker; untermminated.
Shipbuilding— Carpenters, Dartmouth, N.S.	1	30	48	Commenced July 9; against working with two members of another union; terminated July 11; negotiations and return of workers pending settlement; indefinite.
Ship repair workers, Sydney, N.S.	1	70	190	Commenced July 12; against dismissal of a worker for cause and protesting allotted vacations as listed; terminated July 17; conciliation, federal, and return of workers pending investigation re vacations; indefinite.
CONSTRUCTION— Buildings and Structures— Plumbers, Windsor, Ont.	16	(g) 75	1,050	Commenced July 12; against Finding and Direction of NWLB cancelling wage increase approved by RWLB; untermminated.
TRANSPORTATION AND PUBLIC UTILITIES— Electric Railways and Local Bus Lines— Electrical workers, Toronto, Ont.	1	(h) 97	75	Commenced July 5; for increased wages; terminated July 5; conciliation, civic, and return of workers pending reference to arbitration; compromise.
Water— Freight handlers, Port McNicoll, Ont.	1	(i) 136	375	Commenced July 5; for amendment of clauses in agreement affecting wages and working conditions; terminated July 7; return of workers pending further negotiations; indefinite.
TRADE— Coal handlers, Montreal, P.Q.	1	186	300	Commenced July 11; refusal of a worker to join the union; terminated July 12; conciliation, provincial; in favour of employer.
SERVICE— Business and Personal— Laundry workers, Brandon, Man.	1	30	15	Commenced July 30; for increased wages; terminated July 30; negotiations and return of workers pending joint application to RWLB; indefinite.

*Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

†In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡RWLB—Regional War Labour Board—NWLB—National War Labour Board; IDI—Industrial Disputes Investigation.

(a) 159 indirectly affected; (b) 7 indirectly affected; (c) 1,062 indirectly affected; (d) 713 indirectly affected; (e) 197 indirectly affected; (f) 40 indirectly affected; (g) 40 indirectly affected; (h) 3,500 indirectly affected; (i) 150 indirectly affected.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY, 1944-1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
*April.....	9	9	4,363	4,363	25,169
*May.....	9	9	3,035	3,035	6,340
*June.....	12	12	2,773	2,773	4,688
*July.....	26	28	11,647	11,884	45,273
*Cumulative totals.....	108	.....	36,855	.....	128,996
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
April.....	12	12	14,384	14,384	115,994
May.....	24	25	9,481	22,827	126,386
June.....	22	23	5,840	5,980	9,528
July.....	22	23	9,229	9,571	26,023
Cumulative totals.....	135	.....	57,423	.....	344,311

* Preliminary. † Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *Labour Gazette* from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries." The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to war conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in May, 1945, was 176 and 14 were still in progress from the previous month, making a total of 190 during the month, in which

51,100 workers were involved and a time loss of 128,000 working days was caused.

Of the 176 stoppages which began during May, 11 arose out of demands for advances in wages, 73 on other wage questions; two on questions as to working hours; 20 on questions respecting the employment of particular classes or persons; 65 on other questions respecting working arrangements; and five on questions of trade union principle.

British India

Preliminary figures for February, 1945, show 42 work stoppages, involving 32,717 workers with a time loss of 406,171 man-days.

United States

Preliminary figures for June, 1945, show 485 strikes and lockouts beginning in the month, in which 292,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,725,000 days. Corresponding figures for May, 1945, are 425 strikes, involving 310,000 workers, with a time loss of 2,025,000 working days.

Prices

Prices, Retail and Wholesale, in Canada, July, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE official cost-of-living index rose 0·7 points to 120·3 between June 1 and July 3, 1945, reflecting seasonal increases in fresh vegetables and eggs, with a few meats also slightly higher. Oranges and raisins averaged lower. The food group index advanced 2·2 points to 135·6 between June 1 and July 2, while other group indexes showed homefurnishings and services up 0·3 points to 119·2, and clothing 0·1 higher at 122·2. Fuel and lighting declined 0·1 to 106·5, while rentals at 112·1 and miscellaneous items at 109·4, remained unchanged.

Retail Prices

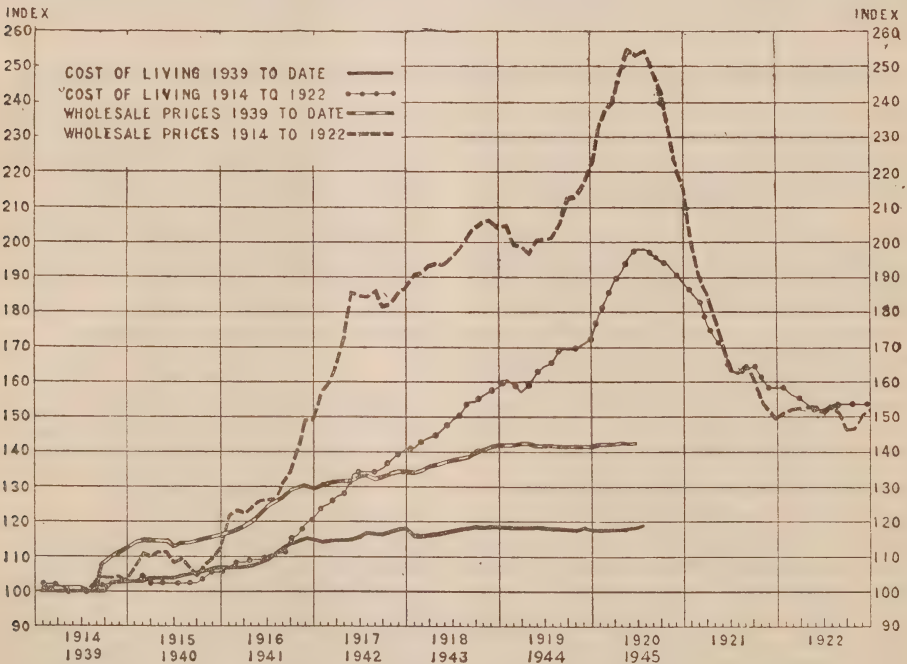
The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is

prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in com-

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1945

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939 = 100



piling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rentals figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, homefurnishings, etc., with their weights, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

Wholesale Prices, June, 1945

The general wholesale price index for June 1945 moved up 0.2 to 103.2, due to increases in vegetable and animal products which over-balanced declines in non-metallic minerals. Vegetable products rose 1.0 to 98.0 due to higher quotations for potatoes, onions, rye, oats, hay, oranges, bananas and raw leaf tobacco. Among animal products, gains in livestock, lamb carcass, whitefish, sheepskin and eggs outweighed a decline in butter to move the index 0.3 higher to 107.5. Non-metallic minerals, the only other group to record a change in June, dropped a further 0.6 to 102.0 following reductions in imported American bituminous coal and British Columbia slack coal. Index levels for the other five groups remained as follows: fibres, textiles and textile products 91.7; wood, wood products and paper 117.6; iron and its products 115.3; non-ferrous metals 79.7, and chemicals and allied products 98.6.

Prices for Canadian farm products more than recovered their declines of the previous month to register an index gain of 1.1 points to 105.7 in June. Higher quotations for livestock, fowl, hides and skins and eggs were reflected in an increase of 1.3 to 122.4 in animal products while field products rose 1.0 to 95.8 due to gains in grains, potatoes, onions, hay and raw leaf tobacco.

TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	81.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.3
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	105.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.0	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.3
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
May 1.....	118.1	119.0	131.7	112.1	106.6	122.0	118.9	109.4	125.5
June 1.....	118.7	119.6	133.4	112.1	106.6	122.1	118.9	109.4	126.4
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-JULY, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR JULY, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	Dec. 1943	Mar. 1944	June 1944	Sept. 1944	Dec. 1944	Mar. 1945	May 1945	June 1945	July 1945	Price July 1945
Beef, sirloin steak.....	lb.	100-0	120-7	143-0	143-0	143-7	154-1	153-8	153-8	154-1	154-5	154-5	43-1
Beef, round steak.....	lb.	100-0	125-7	154-4	154-9	154-9	167-1	166-7	166-7	167-1	167-1	167-5	39-7
Beef, rib roast.....	lb.	100-0	125-5	173-0	173-9	173-5	172-6	172-2	173-5	173-9	173-5	173-9	40-0
Beef, shoulder.....	lb.	100-0	132-7	179-9	180-5	178-0	161-6	161-0	161-0	161-0	161-6	161-6	25-7
Beef, stewing.....	lb.	100-0	136-7	179-4	181-0	178-6	169-0	168-3	168-3	168-3	168-3	168-3	21-2
Veal, forequarter.....	lb.	100-0	139-3	181-7	176-3	174-0	173-4	174-0	174-0	173-4	173-4	173-4	29-3
Lamb, leg roast.....	lb.	100-0	109-9	125-7	141-9	143-7	152-5	147-2	148-6	150-4	153-5	162-0	46-0
Pork, fresh loins.....	lb.	100-0	125-3	138-4	138-5	138-8	138-8	141-2	141-9	142-3	142-7	143-8	37-4
Pork, fresh shoulder.....	lb.	100-0	127-0	147-5	147-4	146-4	146-4	142-9	142-3	142-3	142-9	143-4	28-1
Bacon, side, med. sliced.....	lb.	100-0	132-3	140-3	140-6	140-0	140-0	140-9	140-9	141-2	141-2	141-5	46-0
Lard, pure.....	lb.	100-0	151-3	162-3	159-6	152-6	150-9	154-4	156-1	157-0	157-0	157-0	17-9
Shortening, Vegetable.....	lb.	100-0	134-7	137-5	137-5	137-5	137-5	136-8	136-8	136-8	137-5	137-5	19-8
Eggs, grade "A" fresh.....	doz.	100-0	156-4	182-2	137-2	134-5	152-3	158-6	140-1	137-2	137-8	140-5	42-7
Milk.....	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	10-4
Butter, creamery, prints.....	lb.	100-0	140-5	145-1	146-2	144-0	144-3	145-8	146-2	145-4	144-0	143-6	39-2
Cheese, Canadian, mild.....	lb.	100-0	174-6	167-8	164-9	164-4	163-5	164-4	164-9	163-9	164-4	164-4	34-2
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	127-3	127-3	127-3	127-3	124-2	124-2	124-2	124-2	4-1
Rolled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn Flakes, 8 oz.....	pkg.	100-0	101-1	101-1	101-1	100-0	100-0	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2½ s.....	tin	100-0	129-9	135-8	137-7	138-7	138-7	137-7	137-7	136-8	136-8	136-8	14-5
Peas, canned, 2's.....	tin	100-0	117-5	123-3	124-2	124-2	123-3	122-5	122-5	121-7	121-7	121-7	14-6
Corn, canned, 2's.....	tin	100-0	128-3	134-5	135-4	134-5	134-5	133-6	132-7	132-7	132-7	132-7	15-0
Beans, dry.....	lb.	100-0	129-4	131-4	131-4	133-3	133-3	133-3	133-3	133-3	133-3	133-3	6-8
Onions.....	lb.	100-0	108-2	144-9	153-1	163-3	134-7	112-2	110-2	106-1	130-6	140-8	6-9
Potatoes.....	15 lb.	100-0	89-9	136-6	143-6	140-5	137-5	121-6	140-5	143-9	171-6	204-9	67-2
Prunes, medium.....	lb.	100-0	115-8	127-2	123-7	123-7	123-7	122-8	121-9	121-1	120-2	120-2	13-7
Raisins, seedless, bulk.....	lb.	100-0	104-0	101-3	105-3	113-2	115-9	104-0	102-6	109-3	109-9	108-6	16-4
Oranges, medium size.....	doz.	100-0	132-5	141-0	137-9	141-0	141-6	140-3	146-8	151-5	157-7	153-6	45-0
Lemons, medium size.....	doz.	100-0	111-3	137-8	137-2	136-0	144-6	145-5	142-5	141-2	143-1	145-2	47-2
Jam, strawberry, 16 oz.....	jar	100-0	111-3	113-8	115-7	114-5	114-5	114-5	115-1	115-1	115-1	114-5	18-8
Peaches, 20 oz.....	tin	100-0	101-5	109-1	107-1	108-1	108-1	105-1	103-6	104-1	105-1	105-1	20-7
Marmalade, orange, 16 oz.....	jar	100-0	118-3	131-1	131-8	130-3	130-3	129-6	129-6	128-9	128-9	128-9	17-5
Corn Syrup, 2 lb.....	tin	100-0	138-0	153-7	155-3	155-0	155-7	155-3	155-3	158-2	158-2	158-2	27-1
Sugar, granulated.....	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-5
Coffee.....	lb.	100-0	141-6	131-1	131-1	131-1	131-1	131-1	131-1	131-4	131-4	131-4	44-4
Tea, black, ½ lb.....	pkg.	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to July 1945 prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

	Beef						Pork														
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless joints, per lb.	Lamb, leg roast, per lb.	Fresh loins per lb.	Fresh shoulder per lb.	Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rollod oats, bulk, per lb.	Corn flakes, 8 oz. package	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
P.E.I.—																					
1—Charlottetown.....	44.5	40.5	37.4	28.2	22.2	....	46.5	38.4	33.0	45.4	19.2	20.2	42.1	9.0	40.9	35.1	7.3	4.6	6.0	10.0
Nova Scotia—																					
2—Halifax.....	44.4	41.2	38.7	27.1	23.4	24.2	51.0	39.2	25.9	46.2	19.1	19.8	48.6	11.0	42.7	35.8	8.0	4.5	6.1	9.9	
3—New Glasgow.....	45.8	43.1	42.3	26.8	23.1	....	....	40.1	30.8	46.3	19.5	19.9	43.7	10.0	42.8	37.1	7.3	4.9	6.1	10.0
4—Sydney.....	47.9	41.6	....	30.4	24.4	....	....	40.4	32.0	47.6	19.0	19.8	48.2	12.0	42.6	35.6	7.3	4.5	5.9	9.9
5—Truro.....	45.5	40.7	36.0	28.2	17.7	....	....	39.8	29.4	45.8	19.3	20.3	48.1	10.0	42.3	35.5	6.7	4.9	6.0	9.8
New Brunswick—																					
6—Fredericton.....	44.7	40.7	45.8	27.4	20.3	29.5	49.0	38.4	31.3	47.5	19.2	19.7	44.2	10.0	40.9	35.2	7.3	4.8	6.3	9.4	
7—Moncton.....	45.5	41.4	40.9	27.1	21.0	30.0	50.0	37.3	29.5	48.3	18.5	19.9	45.9	10.0	41.3	34.9	8.0	4.5	5.9	10.0	
8—Saint John.....	45.3	43.1	38.6	26.6	22.5	30.0	50.2	40.6	29.6	45.2	18.8	19.8	47.2	11.0	41.4	34.6	7.3	4.2	6.0	9.7	
Quebec—																					
9—Chicoutimi.....	41.5	38.4	38.3	28.2	22.3	....	....	29.1	29.1	49.0	20.0	20.3	40.5	10.0	39.3	34.2	6.7	4.3	....	9.9
10—Hull.....	40.8	38.3	37.4	25.4	19.1	30.4	....	32.5	28.5	46.3	17.7	19.3	44.1	10.0	38.3	30.8	5.3	3.8	5.5	9.5
11—Montreal.....	42.6	39.6	43.7	24.4	20.0	26.3	46.2	33.8	26.5	46.6	18.4	19.2	45.6	10.5	39.2	33.8	6.0	3.8	5.5	9.3	
12—Quebec.....	41.5	38.1	40.9	23.8	19.0	28.6	41.2	33.7	26.8	43.6	18.4	19.5	43.2	10.0	38.9	34.3	5.5	3.6	5.9	9.6	
13—St. Hyacinthe.....	37.6	35.4	35.0	25.1	18.7	30.4	38.4	30.0	27.1	47.5	18.5	19.5	41.4	9.0	38.6	32.1	5.3	4.1	6.0	9.8	
14—St. Johns.....	....	....	....	....	....	....	....	....	....	46.7	18.6	19.9	43.3	9.0	38.7	31.9	5.3	4.1	5.7	9.7
15—Sherbrooke.....	43.7	40.1	40.6	27.2	18.7	32.5	46.0	34.4	26.5	39.9	18.6	19.7	45.6	10.0	38.1	34.6	5.3	4.2	6.0	9.8	
16—Sorel.....	40.2	37.5	41.1	25.1	19.6	....	37.0	33.6	26.6	47.0	18.5	19.6	40.2	9.0	38.5	32.2	5.3	4.1	5.3	10.0
17—Thetford Mines.....	34.3	35.0	34.0	25.6	19.0	....	....	25.4	38.8	18.5	19.4	41.0	9.0	38.1	31.7	5.3	4.0	5.3	9.6	
18—Three Rivers.....	40.4	37.3	36.0	24.9	20.8	....	....	29.2	25.9	46.7	17.9	19.6	43.0	10.0	38.5	34.6	6.0	4.0	5.5	9.7
Ontario—																					
19—Belleville.....	41.2	38.2	40.0	25.8	20.2	27.0	....	37.4	29.4	45.0	17.3	19.2	39.8	10.0	38.3	30.5	6.7	4.2	5.5	8.7
20—Brantford.....	43.9	40.4	40.5	25.9	19.0	30.0	48.4	38.9	28.0	46.1	17.6	19.5	43.1	10.0	39.1	34.8	6.7	4.2	5.4	9.1	
21—Brockville.....	46.7	42.8	44.0	26.0	21.6	....	....	35.0	29.0	44.5	17.7	19.4	40.1	10.0	38.1	30.5	6.3	4.0	5.5	8.8
22—Chatham.....	43.4	40.0	41.4	25.8	19.9	30.5	47.5	37.7	32.3	46.1	17.4	19.4	40.6	10.0	38.1	34.9	5.3	4.1	5.2	8.7	
23—Cornwall.....	43.9	40.5	40.5	25.9	17.7	....	....	36.7	27.3	45.9	17.9	19.4	40.3	10.0	38.9	30.3	6.0	4.0	5.8	9.1
24—Fort William.....	43.4	39.7	37.6	25.4	22.3	....	....	36.0	29.5	45.7	17.8	19.0	45.7	11.0	39.4	32.7	6.0	3.9	5.1	8.8
25—Galt.....	43.4	40.3	40.0	25.0	22.8	30.0	48.0	37.7	26.3	47.1	17.8	19.2	41.1	10.0	38.6	36.7	6.7	4.1	5.7	8.8	
26—Guelph.....	43.4	40.2	39.2	26.3	24.4	31.2	49.8	40.4	28.7	46.4	17.8	19.2	40.7	10.0	38.8	35.5	6.0	4.0	5.7	8.9	
27—Hamilton.....	44.2	41.0	41.8	25.5	22.7	29.5	48.9	40.2	29.2	47.6	17.8	19.0	43.5	11.0	39.6	37.3	6.0	4.2	5.6	8.8	
28—Kingston.....	43.1	38.8	39.0	25.7	18.5	....	47.7	37.3	27.3	45.8	17.3	19.2	41.4	10.0	38.9	31.4	6.0	4.3	5.3	9.2
29—Kitchener.....	42.8	40.1	40.7	25.2	23.1	30.4	46.9	38.7	27.1	46.4	18.2	19.6	39.4	10.0	39.0	33.9	6.3	4.0	6.0	8.8	
30—London.....	43.7	40.1	41.2	25.4	22.2	30.2	47.0	39.1	25.8	45.4	18.4	19.3	42.0	10.0	39.0	32.6	6.0	4.0	5.6	8.9	
31—Niagara Falls.....	42.8	39.5	41.1	25.1	19.7	29.9	50.7	39.1	27.5	44.5	18.0	19.3	43.5	10.5	38.9	32.7	6.0	4.2	5.8	8.8	
32—North Bay.....	43.4	40.6	42.0	25.8	18.4	30.0	....	40.2	....	46.0	18.0	19.5	46.2	11.0	39.0	33.1	6.7	4.2	6.3	9.7
33—Oshawa.....	43.7	40.7	42.6	25.5	21.6	....	....	39.9	28.0	45.9	17.7	91.5	43.4	10.0	39.3	33.6	6.0	4.1	5.7	8.8
34—Ottawa.....	44.3	41.4	42.9	26.5	22.0	29.7	48.3	37.0	28.5	49.1	18.1	19.0	43.9	10.0	39.0	31.0	6.7	3.8	5.7	8.7	
35—Owen Sound.....	42.6	39.4	39.6	24.1	22.7	....	46.3	37.9	27.4	46.5	18.0	19.5	40.1	10.0	39.4	33.0	6.0	4.0	5.3	9.4
36—Peterborough.....	45.2	41.7	42.7	25.8	21.8	32.2	47.3	40.3	28.8	46.8	18.3	19.1	39.5	10.0	39.1	34.2	6.0	4.3	5.4	8.6	

COAL AND RENTALS IN CANADA, JULY, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar.	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ q (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-0	15-4	15-7	6-5	6-8	49-3	13-9	17-9	45-7	63-8	39-5	22-4	37-4	20-2	8-6	8-1	53-7	38-0	.....	11-57	24-00-28-00(b)	1
14-6	14-5	14-9	6-9	6-9	61-5	14-4	16-6	53-9	53-5	39-3	20-7	37-0	29-1	8-5	8-3	49-7	38-0	.....	12-29	27-50-31-50	2
14-9	14-9	14-9	6-4	....	47-2	13-9	17-5	48-3	50-1	39-8	....	38-6	28-9	8-2	8-2	51-6	38-0	.....	8-42	16-00-20-00	3
15-0	14-9	15-1	6-8	7-1	59-5	13-5	16-1	52-3	57-1	39-0	....	36-8	28-9	8-6	8-4	49-6	37-8	.....	6-75	18-00-22-00(b)	4
14-7	14-7	15-1	7-0	....	50-7	14-6	16-7	51-7	51-4	40-2	....	37-9	29-7	8-7	8-7	50-3	38-0	.....	11-41	26-50-30-50	5
14-8	15-3	15-1	6-7	6-8	55-3	14-7	16-1	45-6	58-1	39-5	20-3	38-8	29-3	8-5	8-3	50-0	38-0	.....	12-09	21-00-25-00(b)	6
14-9	14-9	15-1	6-8	7-3	54-8	13-8	18-4	46-4	52-3	40-8	20-6	37-9	28-4	9-0	8-8	51-1	38-0	.....	11-57	26-00-30-00(b)	7
14-8	14-8	14-8	6-8	7-3	69-4	13-7	15-0	52-4	51-0	40-0	20-0	36-1	28-9	8-5	8-3	47-7	38-0	.....	12-70	20-50-24-50(b)	8
14-3	15-2	14-7	6-9	9-0	52-8	14-8	17-8	45-0	55-0	39-8	....	39-7	28-7	8-6	8-2	52-3	40-5	18-00	.....	.....	9
13-6	14-4	14-8	7-2	6-9	58-9	13-2	17-5	40-9	45-3	36-9	20-8	35-7	27-5	8-3	8-1	45-7	38-9	16-75	.....	15-50-19-50	10
13-2	14-1	14-1	6-6	6-5	75-6	13-8	16-6	43-7	41-5	37-5	20-7	35-1	27-4	8-0	7-9	47-0	39-6	16-75	.....	23-00-27-00(b)	11
14-3	14-5	14-7	6-6	7-5	65-3	14-6	17-1	47-1	50-4	38-1	20-4	36-4	28-5	8-1	7-9	43-5	39-9	16-00	.....	27-00-31-00(b)	12
13-8	14-7	15-7	7-0	7-9	60-5	14-0	17-5	45-4	47-1	38-3	21-0	36-4	28-7	8-0	7-8	42-6	40-3	15-75	.....	16-00-20-00(b)	13
14-1	14-8	15-0	6-8	8-7	....	14-4	17-8	41-7	45-0	39-5	....	37-4	28-0	8-0	7-9	41-7	40-0	15-50	.....	.....	14
14-0	15-2	15-3	6-4	7-1	57-0	14-7	18-1	44-5	45-0	39-6	....	39-2	28-9	8-0	8-0	41-0	39-4	17-50	.....	20-00-24-00(b)	15
14-7	14-6	15-7	7-3	7-8	41-6	15-3	17-4	43-3	57-4	41-5	19-3	37-7	29-5	7-9	7-7	46-2	39-4	16-25	.....	.....	16
14-1	14-5	15-3	6-1	7-7	52-9	15-0	16-5	45-3	46-7	39-8	21-7	38-4	28-5	8-0	7-5	48-0	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-5	14-5	6-7	7-9	56-6	14-9	18-9	44-1	52-3	40-3	....	37-7	28-7	8-5	8-0	47-5	40-3	16-00	.....	20-00-24-00(b)	18
12-9	14-1	14-6	6-3	5-6	85-0	14-1	16-0	38-7	45-3	37-2	....	33-7	26-4	8-4	8-4	44-0	38-9	16-00	.....	.....	19
14-3	14-4	14-8	6-5	6-6	72-5	13-0	15-8	45-1	45-6	36-3	19-6	33-4	26-8	8-4	8-3	46-7	39-4	16-00	.....	22-00-26-00	20
14-0	14-1	14-5	6-4	6-3	66-2	13-6	17-7	44-2	47-9	35-0	21-0	35-1	27-6	8-3	8-1	43-8	38-4	16-00	.....	20-00-24-00	21
14-2	14-3	14-6	5-8	....	74-7	14-4	16-0	41-8	45-3	36-3	21-0	33-5	26-3	8-6	8-5	41-3	38-1	16-00	.....	21-50-25-50	22
14-6	14-8	15-0	6-6	6-8	56-4	15-0	16-0	38-8	42-8	....	....	34-7	26-6	8-2	8-2	45-3	38-6	16-50	.....	23-00-27-00(b)	23
14-2	14-3	14-4	6-6	7-0	....	14-2	17-1	43-3	46-8	37-6	19-6	34-8	26-2	8-7	8-5	42-0	38-1	16-80	.....	25-50-29-50	24
14-1	14-6	14-5	6-6	6-6	76-4	13-3	15-1	45-7	46-4	35-5	19-4	32-5	25-6	8-5	8-3	44-4	39-4	16-00	.....	22-00-26-00	25
14-0	13-9	14-6	6-3	6-6	64-3	13-4	15-8	43-3	45-9	35-9	....	32-7	25-7	8-6	8-5	43-1	38-5	16-00	.....	22-50-26-50	26
13-9	14-1	14-4	6-3	7-4	74-5	13-5	15-2	46-3	46-5	35-1	19-6	33-2	26-1	8-1	8-1	43-0	39-3	15-50	.....	26-00-30-00	27
13-4	13-9	14-5	6-6	6-3	74-0	14-4	15-2	42-8	44-6	37-3	....	35-1	26-6	8-1	7-9	43-4	38-8	16-00	.....	29-00-33-50	28
14-3	14-3	14-8	6-6	6-8	52-7	14-0	15-4	45-2	47-5	36-4	19-7	32-6	25-7	8-6	8-5	40-5	39-3	16-00	.....	26-00-30-50	29
14-1	14-4	14-8	6-3	6-1	73-0	14-1	15-5	44-0	45-2	36-3	20-1	32-7	25-5	8-6	8-4	43-8	39-2	16-50	.....	26-50-30-50	30
12-9	13-4	14-6	6-9	6-2	73-1	12-9	14-4	45-3	45-2	36-6	....	34-3	25-4	8-6	8-6	44-7	39-5	14-63	.....	25-00-29-00	31
14-6	14-3	14-9	6-3	7-7	....	14-3	15-2	47-3	49-6	....	....	36-1	28-3	9-0	8-9	49-7	39-6	17-25	.....	23-00-27-00	32
13-5	13-7	14-1	7-2	6-4	75-5	13-2	16-0	41-8	48-1	35-0	....	34-5	25-5	8-6	8-4	47-0	39-4	16-00	.....	24-00-28-00	33
14-1	14-4	14-8	6-8	6-9	75-5	13-3	17-0	44-9	47-4	37-4	19-7	35-5	27-5	8-2	8-0	43-6	39-0	16-75	.....	31-00-35-00	34
14-1	14-4	.....	6-4	5-0	69-0	14-3	15-1	47-3	47-6	....	20-3	34-6	26-2	8-6	8-4	48-2	39-0	15-50	.....	16-00-20-00	35
13-4	13-8	14-6	6-1	6-7	74-9	13-5	16-0	42-4	46-1	37-0	21-2	33-8	26-6	8-5	8-5	43-3	39-0	16-75	.....	24-00-28-00	36

COAL AND RENTALS IN CANADA, JULY, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar.	Corn syrup, per 2 lb. tin (c)	Sugar		Coffee, medium, per lb.	Tea, black, medium per 4 lb. package	Coal		Rent (a)	
Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
14-0	14-5	14-2	6-0	7-5	....	14-2	16-9	44-9	50-2	37-8	....	36-2	25-5	8-5	8-4	41-6	38-1	16-80	.....	23-00-27-00	37
13-2	13-6	14-0	6-8	6-7	69-3	13-3	15-3	42-5	49-4	34-7	18-3	33-4	26-8	8-5	8-2	43-8	39-2	15-75	.....	27-00-31-00	38
14-0	14-5	14-7	6-4	6-3	75-0	13-5	16-0	48-5	45-1	35-3	20-8	34-1	26-4	8-7	8-6	45-0	39-7	16-00	.....	21-00-25-00	39
14-4	14-6	14-8	6-9	4-0	69-0	13-3	15-9	43-1	45-1	....	....	33-7	26-5	8-8	8-7	44-9	39-4	16-50	.....	23-00-27-50	40
14-7	14-5	14-8	6-1	6-7	....	13-0	15-5	41-9	48-9	....	....	34-8	26-3	8-5	8-5	41-8	39-0	17-00	.....	23-00-27-00	41
14-4	14-3	15-0	6-0	6-7	75-0	14-0	14-6	44-6	45-1	35-5	19-5	33-2	26-5	8-8	8-6	45-4	38-7	16-00	.....	21-00-25-00	42
14-1	14-4	14-7	6-2	7-3	68-3	13-6	16-7	41-1	46-9	38-5	....	34-9	28-1	8-8	8-5	44-8	38-6	17-75	.....	28-00-32-00	43
15-0	14-7	14-8	6-3	7-0	71-5	13-7	15-1	49-3	55-4	....	20-8	35-2	28-0	8-8	8-8	39-3	38-8	19-50	.....	25-50-29-50	44
13-5	13-7	14-1	6-4	6-8	73-8	13-8	15-3	45-1	45-4	35-6	19-3	32-3	25-8	8-2	8-0	44-7	38-7	15-50	.....	32-50-36-50	45
13-5	13-4	14-5	9-0	6-3	75-0	13-7	13-5	43-3	44-6	36-0	18-6	32-7	26-5	8-3	8-3	41-5	39-0	15-50	.....	.....	46
14-0	14-9	14-6	6-2	6-4	71-7	13-6	14-7	41-3	41-8	34-7	....	33-2	26-2	8-2	8-0	41-0	38-5	16-00	.....	25-00-29-00	47
14-4	14-3	14-5	6-3	7-0	75-0	13-1	16-1	39-6	44-3	35-6	....	33-8	26-7	8-6	8-5	45-7	39-0	16-00	.....	22-00-26-00	48
15-5	14-9	15-6	7-1	5-3	52-3	13-9	16-6	44-5	45-1	....	22-5	37-2	25-2	9-2	9-0	43-5	37-8	.....	8-37	21-00-25-00	49
15-3	15-5	15-9	7-3	5-4	77-6	12-8	16-4	44-6	41-9	39-0	21-9	36-1	24-8	9-0	8-9	37-5	37-8	.....	12-95	26-00-30-00	50
16-9	15-1	15-7	6-7	....	77-0	13-9	17-7	43-4	42-6	40-7	23-2	36-4	27-2	9-3	9-3	42-8	39-2	.....	10-30	22-00-26-00	51
16-3	16-2	16-4	7-3	....	56-0	15-5	16-7	42-7	45-1	40-0	22-8	38-0	28-6	10-0	9-6	39-8	37-8	.....	10-50	19-50-23-50	52
16-7	15-3	16-0	6-8	....	77-5	12-2	17-7	42-3	44-1	40-2	22-1	36-8	28-0	9-3	9-6	42-0	38-0	.....	11-50	28-00-32-00	53
17-3	15-7	16-7	7-2	....	64-0	15-1	17-2	47-2	49-3	39-3	22-8	37-9	27-3	9-7	9-8	44-2	37-7	.....	10-10	22-00-26-00	54
15-1	14-6	15-3	7-3	8-4	74-1	13-9	17-2	46-9	47-9	37-1	21-3	34-0	26-5	9-0	9-4	41-5	37-7	.....	8-25	26-00-30-00	55
17-4	15-9	16-6	7-6	....	69-3	13-1	17-4	49-4	48-3	40-5	22-9	35-7	28-6	9-5	9-7	43-4	38-0	.....	.....	21-00-25-00	56
15-6	14-8	16-0	7-3	8-4	70-9	14-0	17-5	48-6	42-1	38-1	21-6	34-2	25-8	9-2	9-3	43-3	37-7	.....	5-40	24-50-28-50	57
15-5	13-9	14-5	7-0	....	71-3	12-3	16-0	45-2	46-8	....	20-7	32-4	26-2	9-3	9-5	45-0	37-5	.....	4-90	22-00-26-00	58
15-1	15-0	15-2	8-1	....	74-8	10-3	17-2	43-0	39-7	36-7	20-3	30-0	25-0	8-9	8-8	40-9	38-1	.....	.....	17-00-21-00	59
14-7	14-3	15-0	7-4	....	70-3	11-3	16-6	45-4	37-4	....	20-5	33-2	25-0	7-9	7-8	36-5	38-4	.....	13-00	20-50-24-50	60
16-1	15-9	16-5	8-3	6-8	75-3	12-6	17-6	51-8	45-5	37-5	21-3	32-0	26-4	8-8	8-6	44-3	38-7	.....	13-65	20-00-24-00	61
15-0	15-3	16-2	8-3	....	74-5	12-3	17-2	45-8	47-8	34-2	21-7	34-6	27-7	8-9	8-8	39-2	37-7	.....	10-75	23-00-27-00	62
14-7	14-7	14-7	7-4	....	75-0	10-5	16-5	46-1	39-4	35-6	19-9	30-6	24-3	8-0	8-0	39-4	37-8	.....	10-00	23-50-27-50	63
14-9	14-9	14-9	7-5	8-1	74-2	13-1	15-9	44-9	41-1	36-9	19-9	31-1	24-8	8-9	8-5	43-2	38-1	.....	13-25	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	June 1926	June 1929	June 1933	June 1940	June 1941	June 1942	June 1943	June 1944	May 1945	June 1945
All commodities.....	64.0	127.4	155.9	97.3	100.1	93.4	67.5	81.7	90.1	95.8	99.6	102.5	103.0	103.2
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	100.6	84.8	61.5	70.6	77.7	84.5	91.3	95.0	97.0	98.0
II. Animals and Their Products.....	70.9	127.1	145.1	98.9	100.8	107.7	58.5	77.0	89.7	102.2	106.6	106.1	107.2	107.5
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	99.7	91.6	69.9	83.9	90.8	91.9	91.9	91.7	91.7	91.7
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.1	84.0	61.7	87.4	96.1	101.8	107.6	118.0	117.6	117.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	100.0	93.8	85.3	102.7	112.7	115.8	115.7	117.0	115.3	115.3
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	98.7	98.7	68.0	76.7	78.1	77.8	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.0	93.0	82.7	88.9	96.1	99.2	100.5	102.2	102.6	102.0
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.6	80.8	85.6	99.7	102.2	100.5	100.3	98.6	98.6
Classified according to purpose—														
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	100.6	93.4	70.4	82.5	90.6	95.8	97.2	97.4	98.0	98.4
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	99.6	96.7	63.9	78.4	88.9	98.7	103.0	101.2	103.0	104.0
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	101.2	91.2	74.8	85.3	91.7	93.8	93.3	94.8	94.6	94.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	100.4	93.5	64.6	77.2	84.2	88.8	94.3	100.1	100.5	100.5
Producers' Equipment.....	55.1	81.9	108.6	104.1	96.9	94.0	84.8	100.4	106.5	110.0	114.2	113.5	121.1	119.6
Producers' Materials.....	69.1	139.0	171.0	98.2	100.8	93.4	62.4	74.6	81.7	86.4	92.1	98.0	98.2	98.4
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.5	98.6	78.9	94.3	108.5	114.9	119.2	127.2	122.3	122.3
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	101.1	92.2	59.6	71.3	77.2	81.6	87.5	93.1	94.1	94.4
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	100.0	84.2	61.6	68.7	76.9	81.3	86.9	90.7	91.7	92.4
B. Animal.....	70.1	129.0	146.0	95.9	98.9	103.5	59.9	78.9	89.7	98.1	101.3	100.4	101.1	101.3
Farm (Canadian).....	64.1	132.6	160.6	88.0	98.8	93.1	52.5	64.3	71.0	81.5	94.4	102.0	104.6	105.7
II. Marine.....	65.9	111.6	114.1	91.7	99.4	102.8	60.3	78.2	90.0	113.2	124.6	129.4	131.1	131.6
III. Forest.....	60.1	89.7	151.3	106.8	100.2	93.9	61.9	87.1	95.7	101.3	107.1	117.2	116.8	116.8
IV. Mineral.....	67.9	115.2	134.6	106.4	99.6	93.0	79.8	90.1	96.3	98.3	99.3	100.4	100.1	99.8
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	99.2	92.9	57.6	74.0	81.8	90.8	98.7	104.2	105.0	105.8
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.1	91.1	70.2	80.0	88.9	91.4	92.7	93.4	93.8	93.7

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1926	889	1926	200	July 1914	78	July 1914	188	1910 = 1000	1926-1939 = 1000	1936-1939 = 1000	180	1926-1930 = 1000
Base Period:	(a)	(a)	(b)	(b)	(a)	(a)	(g)	(g)	(h)	(c)	(d)	(d)	(b)	(b)
1913.....	64.0	79.1	69.8	70.7	.....	(g)	.....	.....	1125	.....	.....	.....	748	.....
1914.....	65.5	79.7	68.1	71.8	.....	(g)	.....	.....	1090	.....	.....	.....	748	638
1915.....	70.4	80.7	69.5	72.5	.....	123	.....	.....	1204	.....	.....	.....	805	676
1916.....	84.3	87.0	85.5	77.9	.....	146	.....	.....	1379	.....	.....	.....	882	724
1917.....	102.4	102.4	117.5	91.6	.....	176	.....	.....	1583	.....	.....	.....	1024	786
1918.....	127.4	115.6	131.3	107.5	.....	203	.....	.....	1723	.....	.....	.....	1225	850
1919.....	134.0	123.8	138.6	123.8	.....	215	.....	.....	1854	.....	.....	.....	1282	912
1920.....	155.9	145.4	154.4	143.0	.....	249	.....	.....	2512	.....	.....	.....	1536	1019
1921.....	110.0	129.9	97.6	127.7	.....	226	.....	.....	1805	.....	.....	.....	1428	1034
1922.....	97.3	120.4	96.7	119.7	.....	172	.....	.....	1445	.....	.....	.....	1194	932
1923.....	100.0	121.8	100.0	126.4	.....	173	.....	.....	1387	.....	.....	.....	1053	1010
1924.....	96.4	121.5	96.7	122.5	.....	166	.....	.....	1358	.....	.....	.....	994	1006
1925.....	85.6	121.7	95.3	122.5	.....	164	.....	.....	1305	.....	.....	.....	983	1004
1926.....	86.6	120.8	86.4	119.4	.....	157	.....	.....	1155	.....	.....	.....	963	981
1927.....	85.7	119.4	85.7	120.8	.....	140	.....	.....	1047	.....	.....	.....	904	795
1928.....	78.6	102.2	78.6	100.8	.....	155	.....	.....	1174	.....	.....	.....	1005	951
1929.....	75.4	101.5	77.1	99.4	.....	153	.....	.....	1146	.....	.....	.....	1036	980
1930.....	82.9	105.6	73.6	100.2	.....	184	.....	.....	1273	.....	.....	.....	1051	1035
1931.....	90.0	111.7	87.3	105.2	.....	199	.....	.....	1388	.....	.....	.....	1101	1073
1932.....	95.7	117.0	93.8	116.5	.....	200	.....	.....	1398	.....	.....	.....	1311	1103
1933.....	100.0	118.9	103.1	123.5	.....	199	.....	.....	1569	.....	.....	.....	1416	1109
1934.....	102.5	118.9	104.0	125.6	.....	201	.....	.....	1708	.....	.....	.....	1513	1002
1935.....	102.5	119.0	104.3	125.4	.....	200	.....	.....	1766	.....	.....	.....	1536	1003
1936.....	102.5	119.0	104.3	125.4	.....	200	.....	.....	1757	.....	.....	.....	1565	1001
1937.....	102.5	118.9	103.9	126.4	.....	201	.....	.....	1757	.....	.....	.....	1565	1001
1938.....	102.3	118.9	104.0	126.5	.....	202	.....	.....	1757	.....	.....	.....	1558	1001
1939.....	102.3	118.9	104.0	126.5	.....	201	.....	.....	1757	.....	.....	.....	1558	1001
1940.....	102.4	118.9	104.1	126.5	.....	201	.....	.....	1757	.....	.....	.....	1559	1001
1941.....	102.4	118.9	104.1	126.5	.....	201	.....	.....	1757	.....	.....	.....	1559	1001
1942.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1943.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1944.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1945.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1946.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1947.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1948.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1949.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1950.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1951.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1952.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1953.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1954.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1955.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1956.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1957.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1958.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1959.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1960.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1961.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1962.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1963.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1964.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1965.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1966.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1967.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1968.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1969.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1970.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1971.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1972.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1973.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1974.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1975.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1976.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1977.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1978.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1979.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1980.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1981.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1982.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1983.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1984.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1985.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1986.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1987.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1988.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1989.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1990.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1991.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1992.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1993.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1994.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1995.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1996.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1997.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1998.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
1999.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004
2000.....	102.5	118.9	104.7	127.0	.....	201	.....	.....	1757	.....	.....	.....	1574	1004

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942 = 1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

Nova Scotia Royal Commission on Development and Rehabilitation

ON May 12, 1943, the Nova Scotia Government appointed a Royal Commission on Provincial Development and Rehabilitation. Professor R. MacGregor Dawson of the University of Toronto was chosen Commissioner. The terms of reference included investigation and reporting on

the natural resources and industries of the Province for the purpose of aiding in the rehabilitation of those discharged from the armed forces, those released from war industries, and all others who might seek employment, and also for the purpose of ascertaining the possibilities of general economic development with a view to the expansion of industries and markets and a resultant increase in general employment in Nova Scotia.

The Commission's report was completed towards the end of 1944 and was made public in the Spring of 1945. The two-volume report contains the results of a searching and exhaustive inquiry into all phases of the Nova Scotian economy and problems. Besides the Report of Transmission, there are monographs on Agriculture, Public Welfare Services, Education, Provincial Finance, Fisheries, Manufacturing Industries, Labour Relations, Housing, and other similar subjects.

Recommendations

Among the recommendations in the report are the raising of the school-leaving age from 14 (rural areas) and 16 (towns and cities) to 15 and 17 respectively, extension of the Minimum Wage Act to cover males as well as females, and workers outside towns and cities, review of wage orders after the war, changes in methods of enforcement, and co-ordination in the administration of the Industrial Standards and Minimum Wage Acts. A greater expenditure on Accident Prevention and more attention to rehabilitation of the disabled are recommended for the workmen's compensation system. The report also contains suggestions for training and apprenticeship, the settlement of industrial disputes, and better labour relations in the coal mining, iron and steel, shipbuilding and other industries.

The Report of Transmission stresses the fact that the preliminary step to any effort at reconstruction is a settlement of the functional and financial powers of the Dominion and the Provinces. Among the recommendations made are the establishment of a provincial Department of Reconstruction, and a Research and

Development Board. The Report points out that Nova Scotia has handicaps but also marked advantages in certain fields. It suggests that the province should emphasize and develop to the utmost those activities in which her advantages are unmistakable. On the other hand, disadvantages can be overcome by being more efficient than competitors.

The Report of Transmission concludes with a quotation from a brief submitted to the Commission. "Our greatest hope for success in a competitive civilization lies in developing a type of citizen more highly trained and better equipped than in the rest of Canada to grapple with economic, political, and social problems. Education is our most promising weapon."

Education

The report on Education stresses the importance of an adequate educational system in all proposals for future economic and cultural development. While the most urgent need of education in the province is money, the report points out that increased salaries and a revision of the pension system for teachers are essential. The study stresses the inadequacy of existing library facilities and the importance of extending vocational education which has been "greatly neglected". An important recommendation is the raising of the minimum school-leaving age from 14 (rural areas) and 16 (towns and cities) to 15 and 17 respectively. The report also urges that part-time school work be made compulsory in rural districts until 16 and in urban areas until 18.

Minimum Wages

Of special interest is the 80-page study of Labour Relations made by Professor H. A. Logan of the University of Toronto. The report strongly urges changes in the Minimum Wage Act to make it applicable to males as well as females and to extend coverage to workers outside cities and towns. After pointing out that rates in the Minimum Wage Orders have not kept pace with the increase in the cost of living, the dollar increase in 1941 amounting to only 8 or 9 per cent for experienced workers, Dr. Logan recommends a review of all the Orders after the war. Increased overtime rates, rather than the pro rata ones in force, are suggested.

Many features in the administration of the Minimum Wage Act are praised, but con-

siderable criticism, concerning enforcement is reported. As a remedy, Dr. Logan suggests co-ordination in the inspection staff of the Department of Labour, and recommends that the Board be given responsibility for prosecution of offenders and for recovery of arrears in wages.

The Industrial Standards Act is highly praised for both its purposes and results. The report suggests that the scope of the Act be extended to the whole province instead of applying as at present only to the building trades in Halifax and Dartmouth. Another important recommendation is that the administration of the Industrial Standards Act be co-ordinated with that of the Minimum Wage Act. The Chairman of the proposed 3-member board should be a full-time salaried officer, while the other members should represent workers and employers, enjoying their confidence.

Workmen's Compensation

The province is lauded for its progressive amendments of the Workmen's Compensation Act in 1943 and 1944. The only suggestions made in this field are a greater expenditure on accident prevention and more attention to rehabilitation of the disabled.

Training, Apprenticeship and Education

Dr. Logan has both praise and criticism of training, apprenticeship and education in the province. In regard to skilled tradesmen, a co-operative arrangement among three firms in Halifax has proved satisfactory. The report points out that a satisfactory apprenticeship system must provide machinery for consultation with labour unions, employers' associations, the Employment Service, Departments of Education, Industry and Labour, and Economics Departments in Universities. A special section on industrial training within the Department of Labour is recommended. The importance of preparing well-equipped industrial relations officers and trade union leaders is emphasized.

Settlement of Industrial Disputes

In discussing the settlement of industrial disputes, the survey suggests that the enforcement of collective bargaining under the provincial Act should be given to a special board as in the administration of the Dominion War-time Labour Relations Regulations (P.C. 1003). Dr. Logan also urges that in wage questions the Regional War Labour Board should adopt the principle of trying to ensure the same purchasing power, rather than the same wage rates, for Nova-Scotian workers as that in other provinces.

The report urges that "intelligent attention" should be given to reducing the cost of living in Nova Scotia. Another recommendation is the appointment of a Deputy Minister in order to strengthen the Department of Labour.

Coal Mining

After dealing with labour relations in a general way, Dr. Logan pays particular attention to the coal mining and iron and steel industries. Some of the recommendations for improvement in the coal fields are the finding of additional men for work at the face, the amendment of income tax regulations, the setting up of labour-management committees, technological changes, and improvement of life in the mining communities. The prospect for more stable labour relations in this industry is brighter, according to the report. The Government is urged to encourage the continuance of bargaining with the United Mine Workers of America, and the use of the machinery of the Dominion War-time Labour Relations Regulations (P.C. 1003) "to end the long delays in getting agreements signed" is advocated.

Iron and Steel Industry

Suggestions for the iron and steel industry include a "new approach" to labour-management co-operation, the elimination of delay in reaching collective agreement, and wage uniformity for companies and areas on a real rather than money wage basis.

Other Industries

The report also deals with conditions in the shipbuilding industry. Here as in the coal and iron and steel industries, the fear of insecurity creates an important problem. The survey concludes with statements on the fish, long-shore, textile, and pulp and paper industries. As regards wages in the textile industry, Dr. Logan states that apart for unionization the textile workers must rely chiefly on an amended Minimum Wage Act and Order.

In conclusion, the report makes it clear that permanent improvement is a matter than can come only through treating the fundamentals. Attention at this time should be directed therefore not so much toward disputes and stoppages as toward education, definition of economic purpose, and development of forms of organization calculated to encourage a more general participation and sense of social responsibility.

In accomplishing this, it must be realized in the first place, that counselling is an approach rather than a solution to the problem. Not only that, but counselling should awaken in the applicant a realization of his capacities,

opportunities and limitations, thus revealing what adjustments he will have to make.

Again, it is indicated that persons who are "occupationally maladjusted", if neglected, eventually become "occupational misfits." It is necessary, therefore, that the guidance counsellor "must be able to recognize symptoms of anxiety and emotional instability". It may be advisable to administer aptitude tests and to make personality inventories in order to apply proper remedies. Such objective tests were stated to be a great assistance to guidance counsellors.

Qualifications of Guidance Counsellors

The report suggests that the successful counsellor "should know and be able to understand people. He should be familiar with occupations" and possessed of an ample supply of practical common sense. These, combined with expert knowledge of the technique of occupational counselling, are essential qualifications for an efficient counsellor.

How Educational Authorities May Assist

The report enumerates several proposals presented to the Universities and to provincial Departments of Education as to the nature of their co-operation and assistance in a general scheme of vocational guidance. It was suggested that evening classes be instituted by the Universities for instruction in aptitude testing, personnel psychology, job analyses, statistical methods and counselling procedures,

etc., which would be open to placement officers in the Employment Services. The privilege of referring neuro-psychiatric and other nervous cases to specialists on the staffs of Universities was also sought. Assistance was asked in the preparation of psychological and aptitude tests and in conducting occupational surveys among the students and graduates of universities and colleges.

It was noted that in some provinces vocational counselling is included in the curricula of the secondary schools. While the maintenance of school records along the lines of those suggested is not general practice, assurances were given by officials of the Departments of Education that they soon would be. These will be made available to the Employment Offices with the proviso that they be requested only for employment personnel qualified to interpret the data. This information may also be made available to students upon their graduation in some, at least, of the provinces.

The report states that the proposals made to the Universities and to the provincial Departments of Education met with a gratifying response. At the same time, it was felt that the lack of authentic and adequate information with regard to occupations, retarded guidance programs in the schools. However, "all were agreed that the Employment Service is the logical agency to compile the necessary information in such form that it can be used in guidance work in the schools."

Fatal Industrial Accidents in Canada During the Second Quarter of 1945

DURING the second quarter of 1945 there were 274 fatal industrial accidents, including deaths from industrial diseases reported by workmen's compensation boards, etc. This compares with 286 fatal accidents during the second quarter of 1944. Of the 274 fatalities during the period under review, 82 occurred in April, 103 in May and 89 in June. Fatal accidents during each year are recorded by quarterly periods in the issues of the *LABOUR GAZETTE* for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred contain 22 fatalities for the first quarter of 1945 and 17 fatalities for 1944.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources as well as from the correspondents of the *LABOUR GAZETTE* and from newspaper reports.

Classified by groups of industries the fatalities occurring during the second quarter of 1945 were as follows: agriculture, 22; logging, 49; fishing and trapping, 8; mining, non-ferrous smelting and quarrying, 45; manufacturing, 49; construction, 22; central electric stations, 6; transportation and public utilities, 56; trade, 8; service, 9.

Of the mining accidents, 21 were in "metalliferous mining," 18 in "coal mining," and six in "non-metallic mineral mining and quarrying, n.e.s."

Of the accidents in manufacturing, two were in "vegetable foods, drink and tobacco," one in "animal foods," eight in "saw and planing mill products," six in "pulp, paper and paper products," one in "printing and publishing," 18 in "iron, steel and products," five in "non-metallic mineral products," four in "chemical and allied products," two in "shipbuilding," and two in "miscellaneous products."

In construction there were 13 fatalities in "buildings and structures," six in "highway and bridge," and three in "miscellaneous."

In transportation and public utilities, there were 25 fatalities in "steam railways," one in "street and electric railways," 16 in "water transportation," one in "air transportation," 11 in "local and highway transportation," and two in "storage."

In trade there were four fatalities in "wholesale," and four in "retail."

Of the fatalities in service, four were in "public administration," one in "laundering, dyeing and cleaning," three in "personal, domestic and business," and one in "professional."

There was no major disaster during the period under review. The most serious accident occurred at Luscar, Alberta, on May 13, where seven miners lost their lives when trapped in a coal mine following explosions. Five labourers were drowned when a boat capsized while working on a boom at St. Leonard, N.B., about April 5.

Other accidents involving the loss of two or more lives were as follows:

Two river drivers fell into a river and were drowned when a peavey slipped, near Blind River, Ontario, on May 21. Two labourers were drowned while breaking up a log jam, near Nelson, B.C., on May 31.

Two fishermen died from exposure after their boat was wrecked in a gale, off Queen Charlotte Islands, B.C., about June 10.

Two guides for an oil company were drowned while fording the Wapita River, Alberta, on June 5.

Two telephone linemen were killed when a train struck their truck, at Three Rivers, Quebec, on June 10.

When a tug sank following a collision with another tug, a tug operator and a deckhand were drowned, off Vancouver, on June 2.

Supplementary List of Accidents

A supplementary list of accidents occurring during the first quarter of 1945 has been compiled which contains 22 fatalities, of which three were in logging, one in mining, non-ferrous smelting and quarrying, seven in manufacturing, one in construction, one in central electric stations, seven in transportation and public utilities, and two in service. Three of these accidents occurred in January, three in February and 16 in March.

A further supplementary list of accidents occurring in 1944 has been made. This includes 17 fatalities, of which two were in mining, non-ferrous smelting and quarrying, seven in manufacturing, two in construction, three in transportation and public utilities, and three in service. One of these accidents occurred in January, two in May, one in June, two in October, seven in November, and four in December.

Labour and Industry in Ontario

Annual Report of Department of Labour, 1944

IN the twenty-fifth report of the Ontario Department of Labour for the fiscal year ending March 31, 1944, it is stated that the industrial expansion that characterized the earlier war years was continued on a smaller scale, "due to the drain of manpower for the armed forces and for industry, which had already taken place." The annual index number of employment in 1944 was 185.3, as compared with 182.8 in 1943, or an advance of 2.5 points. The advances in the index number since the beginning of the war were 5.2 points in 1940; 17.8 in 1941; 32.6 in 1942; 15.2 in 1943; and 2.5 in 1944.

Manufacturing as a whole, especially the lumber and iron and steel industries, showed increased activity, while gains were slighter in the pulp and paper industry, and the textile industry afforded considerably less employment. There were decided contractions in the mining and logging industries and losses on a smaller scale in construction, communications and trade. Considerable gains were reported in employment in services and transportation.

Industrial Disputes.—During the fiscal year, 1944, there were 90 strikes in Ontario in which 31,497 workers were involved in a time loss of 134,840 man-working days, as compared with 98 strikes involving 32,582 workers in a time loss of 171,178 man-working days in 1942.

Of these 90 strikes in 1944, 78 lasted less than five days; eight lasted more than five and less than fifteen days, and four lasted for 30 to 50 days. In 48 of the strikes less than 100 workers were involved and the two largest strikes involved 1,000 and 15,000 workers respectively.

The chief cause of strikes concerned wage increases, there being 28 for this cause and eleven others in which various phases of remuneration formed part of the demands of the workers. Twenty-six of the strikes were due to disputes over working conditions; fourteen were caused by demand for union recognition, closed shop agreements, new agreements, and against delay in negotiations, while eleven resulted from suspension, dismissal, or lay-off of workers. Of the 90 strikes, 21 were decided in favour of the employers; 26 in favour of the employees; 29 ended in some form of compromise and

14 were referred to the Regional War Labour Board, the Labour Court, or Boards of Conciliation.

Mediation, Conciliation and Arbitration.—During the fiscal year 48 Boards of Conciliation were appointed after investigation had been made by the conciliation officers in an effort to adjust matters in dispute. The conciliation officers undertook for the Regional War Labour Board 545 investigations in plants in all parts of the province, in order to obtain complete information regarding wage structures, not only in plants under review, but in other plants in similar industries in the same districts. They also acted as arbitrators in 14 cases involving 76 grievances and as returning officers in 92 plant elections.

Factory Inspection Branch.—The number of inspections made totalled 25,866 as compared with 25,511 in 1943. It is pointed out in the report that a large proportion of employers working under the pressure of wartime production favoured the shorter working week and a greater use of shift work. The records of hours of work indicate that in the groups of employees working up to 49 hours per week, which include those on eight-hour shifts, there was an increase of approximately 212,000, with a resulting decrease specially marked in the 50 to 53 hours and also among those working 58 hours and more per week.

The special committee within the Department of Labour having authority to grant concessions for night shifts for female workers on war production granted special authorities to approximately 400 firms, covering 66,000 female workers in the years 1942 to 1944 inclusive. Many of these authorities were for the duration of the wartime emergency.

During the fiscal year, 1944, 16,610 industrial accidents were reported to the Factory Inspection Branch, as compared with 14,521 in 1943. There were 68 fatalities in 1944 as compared with 66 the previous year. Cases of industrial diseases, which are included in the above figures, numbered 490 in 1944, as compared with 295 in 1943.

Amendments to the Factory, Shop and Office Building Act included several important changes for increased protection against accident and health hazards, the provision of welfare facilities and of greater protection against fire.

The Examiner of Reports and Designs approved 714 plans for new factory, shop or office buildings, or additions and alterations to such buildings, the cost of the construction of which amounted to \$20,394,800.

Boiler Inspection.—During the fiscal year, 1944, 373 designs and specifications were surveyed and registered, 2,048 new boilers and pressure vessels were inspected during construction, including inspections of pressure piping installations and 931 inspections were made of used boilers and pressure vessels. In addition, 6,209 annual inspections were carried out by inspectors of the Branch under the Factory, Shop and Building Act, and 6,198 certificates were issued.

Apprenticeship Branch.—At the request of the Federal Department of Pensions and National Health the Apprenticeship Branch co-operated in the proposed program for the re-establishment of returned members of the armed forces. A definite plan for training and placement was drafted by the Provincial Advisory Committee for the building trades and accepted by the Federal Department. A similar agreement for the motor vehicle repair trade had been prepared and awaited ratification.

During the fiscal year, 1944, 175 apprenticeships were registered in the building trades; 46 in the motor vehicle repair trade; 106 in hairdressing and one in barbering, a total of 328 as compared with 337 in the previous

year. In all trades, 73 contracts were cancelled during the year, 122 were completed and 1,282 apprentices were receiving training at the close of the fiscal year. In addition, 29 contracts of apprenticeship were registered by employers in trades other than designated trades.

Minimum Wage Branch.—The number of employers that reported to the Minimum Wage Branch in 1944 was 21,798 covering 578,442 employees, of whom 224,459 were females. As a result of the disclosure of underpayment in these returns, increases in wages were ordered for 74 females in 58 establishments. Arrears of wages amounting to \$206.71 were collected for nine employees in eight establishments. Rates of pay for homework submitted by 360 employers were approved. Permits for handicapped workers were issued to 53 employers, covering the employment of 84 workers. One employer was prosecuted and fined on a charge of failure to produce records.

Regional War Labour Board.—Since the inception of the Wartime Wages Control Order in October 1941, and to the end of March, 1944, approximately 16,000 cases were submitted to the Regional War Labour Board of Ontario. More than 40 per cent of these cases, representing more than one-half million workers, were dealt with by the Board during the fiscal year, 1944.

Guaranteed Employment and Annual-Wage Provisions in United States

VARIOUS methods of increasing job security for wage earners have been evolved in recent years and have become an important objective in many industrial-labour relationships, notably in the United States (L.G., 1944, p. 1466). The *Monthly Labor Review*, official publication of the United States Department of Labour, in its issue for April, 1945, supplies a lengthy analysis of the development of this trend in that country.

It is pointed out that Government concern and interest in guaranteed employment in the United States is reflected in unemployment compensation laws, public-works programs and sections of the Fair Labor Standards Act. A number of the State Compensation laws seek to encourage regularization by including merit-rating provisions by which the employer's unemployment tax decreases in proportion to the increase in employment stabilization. The Fair Labor Standards Act grants a partial exemption from the overtime pay requirements to those companies entering into agreements with unions which guarantee continuous employment for 52 weeks and limit hours to 2,080 per year.

But while a number of employers have made efforts toward regularizing employment within their plants, only a few have gone so far as to guarantee annual wages on employment to all, or substantial portions of their employees. Until a company has been able to regularize employment it has been found that it is usually not in a position to agree to guaranteed annual incomes. Some have tried to do so only to discontinue the plan after it had been in operation for a year or two. Labour unions, always anxious to secure regular and full employment, have in some instances, co-operated with employers in efforts to reduce seasonal unemployment, as well as in programs of expansion. They have agreed to share-the-work-plans, seniority rules, and dismissal pay for lay-offs. None of these palliatives however, provide security of income or employment. They only serve to share periods of unemployment or soften the blow from the loss of a job. As a result, to an increasing extent unions are seeking job security for their members through the inclusion of employment and wage guarantees in their contracts with employers. It is these agreements which the report discusses.

At the outset, the report enumerates briefly the gradations in employer-union agreements. It states that "very few of the agreements

currently in force contain a guarantee of employment and most of those which are in effect are limited in scope. Some restrict the guarantees to particular groups of workers; some provide less than a year's guaranteed employment; some permit the employer to cancel or reduce the guarantee under specified circumstances. None of them provides guarantees of employment for prolonged periods of time, since they are necessarily limited to the duration of contracts, most of which are in effect for only one year." Broadly speaking, such agreements are divided into two classes—those guaranteeing employment and those guaranteeing annual wages.

Extent of Plans

"Guaranteed employment or annual wages are assured to approximately 42,500 workers out of eight million workers covered by employer-union agreements" included in the report. Roughly 30,000 were employed in the service and distributive industries employing relatively small numbers of workers. There were a few notable examples in fairly large manufacturing companies, but the total number of these workers was "very small—about 12,500."

The plans, whether they guaranteed employment or annual wages, differed not only with respect to the proportion of a year's normal income or work which was guaranteed, but as to the inclusiveness of the labour force that benefited. For example, they might be restricted to key men or other small groups in a plant, who would be fairly regularly employed in any case. The most extended coverage in guaranteed plans included "regular" employees who had completed specified probationary periods, usually six months. The most restricted plans limited the coverage to a relatively few highly skilled craftsmen, foremen, or other special groups. Several agreements had clauses that specifically revoked the guarantee in case of bankruptcy or sale of the business and reserved the right to suspend them in the case of fire, flood, strikes, or other situations beyond the control of management. In a few instances "serious decline of business" gave the employer the right to reduce or cancel his obligation but usually in such cases, the permission of the Union had to be obtained, or the matter referred to arbitration. Frequently dismissal wages were provided in lieu of payment of the guaranteed wage.

Guarantee Plans in Manufacturing Industries.—Out of a total of 6,500 agreements analysed in manufacturing industries, covering over six million workers, 131 provided some form of guaranteed employment or annual-wage plan, covering the workers in 142 companies. Eighty-eight of these guaranteed a full year's employment or wages and the remainder provided guarantees for less than a year. In only a few instances were the guarantees unqualified and virtually all of them were in the meat packing, shoe, dairy, and leather goods industries. Limited groups of workers were covered by wage guarantees signed by companies in the textile, printing, finishing, dyeing, ladies' apparel, grain-milling and ice industries. Employment guarantees for both yearly and shorter periods, were provided by a varying number of agreements in the grain and cereal milling, dairy, syrup and preserves, electroplating, dress manufacturing, soap, textile refinishing and bleaching, fur designing and millinery industries.

Guarantee Plans in Non-Manufacturing Industries.—Approximately 30,000 workers in non-manufacturing industries, out of an estimated two million workers under this classification and included in the study, were covered by some form of employment or wage guarantee. Over ninety per cent of

these workers received year-round guarantees, while the others were assured employment or wages for less than a year. Most of these plans covered persons employed in the retail and wholesale trade, chiefly in New York City. Others covered workers in service industries such as cleaning and dyeing establishments, maintenance work in hotels, office buildings and railways, as well as public utility employees, press wireless operators and employees in social services, cemeteries and custom tailoring. Owing to the nature and type of the industries involved, the normal size of establishment which these agreements covered was small. In addition, the guarantee most frequently covered only a portion of the working staff—a "basic crew" agreed upon at the time the agreement was negotiated. However, with few exceptions, replacements of covered employees were included in the plans. Thus there was no reduction in the number of full-time guaranteed jobs.

The majority of the agreements which contained guarantees were to be in effect for two years and in one instance for three years. Most of them could be voided under certain conditions, such as liquidation or discontinuance of business, withdrawal of capital, "material decrease in revenue," "unforeseen catastrophes," etc.

THE LABOUR GAZETTE

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Notes of Current Interest

Employment and social security plans proposed by Dominion Government

Elsewhere in this issue appears an article dealing with the Dominion-Provincial Conference which opened recently in Ottawa. Included in the Proposals of the Dominion Government which were laid before the Conference were a number of suggestions for legislation and other action in the fields of reconstruction, health and welfare and labour which will be of special interest to readers of the LABOUR GAZETTE.

These include: acceptance by the Dominion of complete responsibility for the employable unemployed, to be effected by a broadening of unemployment insurance coverage, supplemented by a scheme of unemployment assistance; Dominion-provincial co-operation in a public investment program; health insurance and national old age pension plans; and other matters.

A summary of the Dominion Government proposals appears on page 1280.

Statement by Minister of Labour on V-J Day

The Minister of Labour, Honourable Humphrey Mitchell, issued the following statement on August 16, the date of the acceptance of terms of surrender

by the Japanese:

With the acceptance of terms of surrender by the Japanese, the world's greatest and most devastating war has ended after nearly six years of struggle between the forces of freedom and oppression.

Canadian sailors, soldiers and airmen in common with the fighting forces, of the United Nations, have played a proud and noble part in the vanquishing of our enemies. To them we pay well-merited tribute.

In doing so we must not forget the magnificent contribution of our working men and women at home. In the war plants, on our farms, our railway systems, mines, forests and every other sphere of activity in which production was vital to the war effort, they all did grand jobs.

Our workers generally have exemplified a high degree of patriotism in the ready and uncomplaining way they accepted the necessary controls and discipline so that there could be full mobilization of the human resources of our country.

Now we look ahead to years of peace. Let us all co-operate to the end that we shall see a speedy return of the basic principles of freedom that, in the final analysis, underlay our victorious efforts in this war.

Department of Labour encourages return to normal working hours

The policy of the Dominion Department of Labour will be to encourage a reduction of working hours in war industries to the normal work week, rather than laying employees off

where there is any uncertainty about their being absorbed immediately into other work. This was announced on August 13 by Hon. Humphrey Mitchell, Minister of Labour, who said that instructions to Local Employment Offices directed the offices to follow this policy

upon employers reporting probable lay-offs, as required under National Selective Service Civilian Regulations.

"Local Employment Offices have been instructed to approve reduction in weekly working hours to the normal week, in preference to lay-offs, provided that the new work week is 40 hours or more", the Minister explained.

This policy was recommended to the Minister of Labour by the National Selective Service Advisory Board.

The Minister added that the policy had not been adopted for the purpose of meeting any existing situation, but rather for a guidance in the future to ease transition from war industry to peacetime arrangements.

**Continued
fractional rise
in cost of
living index**

The Dominion Bureau of Statistics cost-of-living index advanced fractionally from 120.3 on July 3 to 120.5 on August 1, 1945. As in the preceding three months,

foods accounted for the major part of the increase recorded. Although the prevailing movement in vegetable prices was downward, this was more than offset by substantial gains in egg prices, and small advances for butter and lamb. The food index increased from 135.6 for July to 136.2 for August. Home furnishings and services at 119.3 and miscellaneous items at 109.5 were 0.1 higher for August, while clothing at 122.1 was down 0.1. Rentals remained at 112.1 and fuel and light held at 106.5.

The wartime increase in the index is 19.5 per cent: from 100.8 to 120.5.

**Employment
and industrial
statistics**

The latest statistics available reflecting industrial conditions in Canada are shown in the table on page 1271.

A slight increase in industrial employment at July 1, was recorded by the index of employment calculated and published by the Dominion Bureau of Statistics. This is a continuation of the trend indicated at July 1, in 24 of the preceding years since 1920. The number added to the working force was, however, abnormally small. One factor responsible for this situation was a contra-seasonal recession in manufacturing, resulting from the curtailment in war production. Another factor was the less than usual increase in employment in the non-manufacturing industries at the beginning of July.

Comparative figures for the index at certain dates are 175.4 for July 1; 175.3 for June 1;

183.5 for July 1, 1944; 183.7 for July 1, 1943; and 115.8 for July 1, 1939. A decrease in the index had been recorded in each of the preceding six months.

The 15,683 firms co-operating with the Bureau showed a combined working force of 1,792,125 at the date under review. This represents a gain of 1,921 persons or 0.1 per cent over the 1,790,204 reported at June 1. The total payroll at July 1, was \$57,963,883. The average earnings were \$32.34 per week as compared with \$32.10 at June 1, \$31.72 at July 1, 1944, and \$30.97 at the same date in 1943.

Employment in manufacturing, the largest group included in the statistics, experienced a contraction for the fifth successive month; this was largely due to the decrease of activity in chemicals, iron and steel, and non-ferrous metals. A small seasonal contraction was noted in textiles; tobacco and leather were also slacker. On the other hand, a definite upward trend in employment was noted in animal and vegetable foods, lumber, pulp and paper, paper products, printing and publishing, beverages, electrical apparatus and petroleum products. Increased employment was also recorded in the services group.

Productive operations, as indicated by the index of the physical volume of business also calculated by the Bureau, were at a lower level in July than in June and were still lower than in July, 1944. This index reflects the trend in mineral production, manufacturing, construction, electric power output and the distribution of goods; it was 213.7 for July, 219.5 for June and 232.2 for July 1944. Each of the respective groups showed a decline from the previous month. In comparison with July 1944, only construction, electric power output and distribution showed improvement. Imports declined substantially while exports were slightly higher.

Information available for the first six months of 1945, as compared with the similar period in 1944, shows the business index to be 7.9 per cent lower, industrial production 11.3 per cent, mineral production 29.6 per cent and manufacturing 10.8 per cent lower. Imports and exports decreased in value 7.6 and 1.3 per cent respectively. Slaughterings of cattle were 26.1 per cent higher and of hogs 35.2 per cent lower. Production of creamery butter was 1.4 per cent lower than in the comparable six months in 1944, while the production of cheese increased 7.4 per cent. The value of construction contracts awarded increased 15.1 per cent, and the consumption of "firm power" decreased 9.1 per cent.

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*
(Official statistics except where noted)

	1945			1944		
	August	July	June	August	July	June
Employment Index ⁽¹⁾		175.4	175.3	184.3	183.5	180.5
Unemployment percentage (trade union members)..... ⁽²⁾		0.5			0.3	
Unemployment Insurance claims.....		10,886	10,857	3,241	3,106	3,226
Index numbers, aggregate weekly payrolls..... ⁽³⁾		144.5	143.3	148.4	148.1	146.0
Per capita weekly earnings..... ⁽³⁾		32.34	32.10	31.63	31.72	31.80
Prices, Wholesale Index ⁽¹⁾		104.0	103.2	102.3	102.5	102.5
Cost of Living Index ⁽⁴⁾	120.5	120.3	119.6	118.9	119.0	119.0
Retail sales unadjusted index..... ⁽⁴⁾		170.7	196.6	160.9	155.1	178.1
Retail sales adjusted index..... ⁽⁵⁾		189.4	184.2	172.7	170.9	173.0
Wholesale sales..... ⁽⁴⁾		204.4	207.1	199.4	179.8	190.0
Common stocks index..... ⁽⁴⁾	†100.1	100.5	102.5	86.8	87.5	83.7
Preferred stocks index..... ⁽⁴⁾		138.0	137.2	125.9	124.7	122.2
Bond yields, Dominion index..... ⁽⁴⁾	†94.4	94.6	95.6	97.0	97.0	97.0
Physical Volume of Business Index ⁽⁵⁾		213.7	219.5	233.1	232.2	238.8
INDUSTRIAL PRODUCTION ⁽⁴⁾		230.1	236.2	263.5	262.1	286.8
Mineral Production..... ⁽⁴⁾		180.9	174.6	214.5	225.4	225.5
Manufacturing..... ⁽⁴⁾		248.9	252.5	291.5	287.6	292.2
Construction..... ⁽⁴⁾		176.7	203.6	90.1	111.9	124.9
Electric power..... ⁽⁴⁾		161.5	164.4	153.4	154.8	160.2
DISTRIBUTION ⁽⁴⁾		179.7	191.0	170.1	170.3	180.8
Carloadings..... ⁽⁴⁾		151.2	156.0	143.0	147.2	152.9
Tons carried, freight..... ⁽⁴⁾		208.4	235.0	194.7	189.9	220.0
Imports..... ⁽⁴⁾		163.0	163.0	190.1	177.2	170.9
Exports..... ⁽⁴⁾		307.0	353.8	286.6	306.8	375.9
Trade, external, excluding gold... \$		424,724,517	473,624,000	430,234,998	430,234,996	498,465,157
Imports, excluding gold..... \$		138,680,915	146,479,000	157,323,712	148,452,146	152,478,301
Exports, excluding gold..... \$		282,709,225	322,846,000	257,021,233	278,712,684	343,158,277
Bank debits to individual accounts..... \$		5,419,171,271	6,085,574,468	4,531,791,470	4,733,461,538	5,219,351,633
Bank notes in circulation..... ⁽⁶⁾ \$			970,200,000	868,200,000	856,000,000	853,100,000
Bank deposits in savings..... \$			2,645,536,895	2,369,598,078	2,264,527,106	2,194,544,178
Bank loans, commercial, etc..... \$			1,109,491,878	966,290,258	1,024,112,977	1,160,775,469
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	279,671	298,208	296,734	283,711	284,465	279,868
Canadian National Railways operating revenues..... \$			35,398,500	34,257,000	34,347,700	33,213,000
operating expenses..... \$			36,843,164	29,085,000	26,398,239	25,662,000
Canadian Pacific Railway traffic earnings..... \$		28,977,774	28,073,262		27,316,122	26,656,986
Canadian Pacific Railway operating expenses, all lines \$		25,081,660	23,420,585		23,656,632	22,118,529
Steam railways, freight in ton-miles.....			5,918,514,000	5,520,329,000	5,639,542,000	5,457,000,000
Building permits..... \$		18,777,266	19,573,902	12,133,009	13,350,358	14,695,085
Contracts awarded..... ⁽⁸⁾ \$			58,875,000	24,151,000	32,228,000	37,315,400
Mineral production—						
Pig iron..... tons		150,387	159,046	151,452	166,004	161,899
Steel ingots and castings..... tons		229,161	257,115	246,755	234,418	240,750
Ferro-alloys..... tons		15,750	18,473	18,808	14,508	17,906
Gold..... ounces		210,209	212,163	236,900	235,618	239,916
Coal..... tons		1,077,871	1,270,985	1,377,228	1,170,696	1,233,251
Copper..... pounds		42,389,648	44,379,551	44,992,550	45,226,251	47,082,930
Nickel..... pounds		23,893,945	22,644,417	23,846,740	23,410,619	20,373,599
Lead..... pounds		25,505,404	25,175,850	18,319,445	24,523,164	19,744,120
Zinc..... pounds		45,197,460	43,469,170	43,094,382	40,877,099	39,759,143
Timber scaled in British Columbia bd. ft.			297,111,777	246,096,741	233,513,817	315,661,196
Flour production..... bbls.		1,822,193	2,133,526	2,015,866	1,741,564	1,870,349
Footwear production..... pairs			3,286,998	2,937,490	2,475,536	3,037,239
Output of central electric stations..... k.w.h.		3,284,950,000	3,411,673,000	3,275,010,009	3,149,328,000	3,325,525,000
Sales of insurance..... \$			54,359,000	41,186,000	51,405,000	53,569,000
Newsprint production..... tons			266,420	262,300	244,410	246,860

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended August 30, 1945.

(1) Base 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the month. (7) Figures for four weeks ended September 1, 1945, and corresponding previous periods. (8) Maclean's Building Review

**Labour Day
Message of
Minister
of Labour**

On September 1, 1945, the Minister of Labour, Hon. Humphrey Mitchell, issued the following statement:

For the first time in seven years Labour Day of 1945 finds the world laying aside its arms, and thinking exclusively in terms of a peaceful future—with all that implies in regard to social betterment and human progress.

The fighting has ended but not all our problems are solved: in fact, some of them are just beginning. One cannot resist breathing a sigh of relief, nevertheless, in thinking that however grave the problems of the future, however serious their consequence to Canada, they will not be accompanied by the death of any more of our brave young men. Our task in a practical way is to show appreciation of the liberty and freedom the young men of the nation have purchased at such a heavy cost to themselves, by building a Canada of which they may be proud.

Problems of reconversion, of re-establishment and of rehabilitation are upon us. In many cases plans are now in effect: in other cases plans are at the point of being made effective; while in other directions we have much plotting and planning to do.

The members of our armed services and our civilian war workers deserve well enough of us that we must do for them all we can, to provided the opportunity for earning a steady and adequate livelihood.

Reconversion cannot be carried through without dislocations; I am sure no one expected it would be otherwise. Through unemployment insurance and other measures we are much better prepared to meet these dislocations than at any other time in our history.

The Federal Government will do its share in carrying our national responsibilities in the difficult days ahead. But the Government means the people, and it must have the co-operation of all sections of the community. Once again I would remind employers—leaders of business, controllers of our enterprises, that they have a very definite responsibility at this time to plan for a high level of employment. They owe it to the community to provide a maximum in the way of jobs. They must make use of every last ounce of energy and initiative to produce results.

At this time we should not allow ourselves to be victims either of undue optimism or unwarranted pessimism. Lay-offs of workers in war industries, which have of necessity terminated the manufacture of munitions and war supplies, should not be taken as evidence of widespread unemployment. But, we cannot assume that employment will remain at a satis-

factory level and must see to it that steps are taken to produce that result.

Labour Day is something in the nature of a birthday for the trade union movement. Over fifty years have passed since the Parliament of Canada first decreed this holiday, so that the workers might celebrate. Labour, through organization, has accomplished much in its own behalf, and has contributed greatly to the upbuilding of the Dominion. On Labour Day, when previous accomplishments of Canada's outstanding Labour leaders are recalled, and the future is discussed, I am sure that all sections of the community will realize that there cannot be general prosperity and contentment unless industrial workers have reason to feel that our economic system deals justly and fairly with their claims.

**Labour Day
Messages by
Labour Leaders**

Leaders of Canada's two largest labour organizations, President Percy R. Bengough of the Trades and Labour Congress of Canada and A. R. Mosher, President of the Canadian Congress of Labour, in Labour Day messages, stressed the need for social security and jobs for all.

Mr. Bengough said: "The stupendous efforts that were made by the people of the Allied Nations to defeat the Axis powers were a revelation of what can be done by human beings applying their scientific knowledge and skill to a common cause."

Mr. Mosher asserted that the war showed that production depends upon labour applied to raw materials; that by the efficient use of machinery and the practical abolition of industrial competition it was possible to obtain high production levels. "The deepest desire of Labour is to play its full part with industry and government in the establishment of a social order based on justice and economic security and with the fullest degree of freedom compatible with the attainment of these objectives," he said.

Both leaders saw significance in the election of the Labour Government in Great Britain, as demonstrating the people's desire for better social and economic conditions.

Mr. Bengough stated that first consideration should be given to personnel discharged from the Armed Forces. However, he declared, "the returned men and women don't want to get a job by bumping another off a job. They want, and are entitled to a job of their own. The solution is jobs for all and nothing short of that will be of use, either to those who have fought, or those who have worked." He concluded by declaring that "the workers of Canada on this Labour Day now pledge their

support to the establishment of a worthwhile peace—one that will guarantee jobs and security for all in Canada."

Mr. Mosher urged the need for a labour code under which it will be possible to maintain measures of union security and bring about the application to industry of democratic principles. He declared that Labour Day this year is another milestone, not only in the progress of the labour movement, but in the progress of mankind towards a new era in human relations and human welfare.

The President of the Canadian and Catholic Confederation of Labour, Alfred Charpentier, referring to the "gigantic" part that workers had played in winning the victory, stressed the value of training, and the moral value of working for an ideal. "To work," he said, "is to learn, to produce, and to serve."

He hoped that the threshold of peace would bring a new understanding between capital and labour. "May they both recognize," he said, "their impotence to produce without one another. For centuries to come may workers and employers carry engraved in their memory the lesson of these years of war: Union of intelligence and of wills in the service of the common good."

Canadian representation at World Trade Union Conference

nate delegate.

The Conference, which was scheduled to open in Paris on September 25, is for the purpose of forming a World Federation of Trade Unions.

The first Conference was held in London last February, following which an administrative committee met in California and prepared a draft constitution for the proposed new organization.

Extension in coverage of Reinstatement Act

United Nations, who were employed in Canada prior to September 9, 1939, was announced August 14 by Hon. Humphrey Mitchell, Minister of Labour.

The Act, administered by the Minister of Labour through the National Employment Service, previously covered those who had left jobs to join the Armed Services of the British Empire, or the Corps of Canadian Fire Fight-

Mr. Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, is attending the second World Trade Union Conference as Canadian delegate. Mr. C. H. Millard is acting as alter-

Extension of the Reinstatement in Civil Employment Act to include those on active service in the present war in the naval, military or air forces of any of the

ers, and the Merchant Marine of Canada and the United Nations.

The Act requires employers to reinstate their employees who had a specified length of service, after discharge, under conditions not less favourable than they would have enjoyed had they remained in their employment instead of going into the Armed Services.

Those who have been on active service with the Forces of any of the United Nations may now apply for reinstatement in their former jobs upon the same terms and conditions as those who have been serving with the Canadian Forces. The addition in coverage is made by Order in Council, P.C. 5324, August 2, 1945.

"While the change now made in the legislation," stated the Minister, "will not affect very many cases, it rounds out the operations under the Act so that it will apply uniformly to all who have directly aided in the war effort, whether through service with the Armed Services of any of the United Nations or in the Merchant Marine of any of our Allies."

I.L.O. texts tabled in House of Commons

On September 7 the Hon. Humphrey Mitchell, Minister of Labour, tabled in the House of Commons the authentic text of draft Conventions and Recommendations adopted at the 25th and 26th sessions of the International Labour Conference, and also the text of Order in Council P.C. 3671 of May 24, 1945, dealing with the competence of Parliament and of the provincial legislatures respectively with regard to the subject matters of the draft Conventions and Recommendations (L.G., June, 1945, p. 800). The text of the draft conventions and recommendations, together with the Order in Council has been transmitted to the Lieutenant Governors of the several provinces, the Minister stated.

Applications for certification to Wartime Labour Relations Boards

Since it commenced operations on March 20, 1944, the Wartime Labour Relations Board, (National) has received 289 applications for certification. Certification was granted to 170 employees' organizations as collective bargaining representatives, while 34 applications were rejected. In addition, 24 applications were referred to Provincial Boards, 36 applications were withdrawn and 4 were dropped. At September 8, 1945, 15 applications were in the process of being investigated while decision of the Board was pending in 6 cases.

Fifty-two union representation votes have been taken on order of the Board.

Provincial Boards have received 2,509 applications for certification, of which 1,641 have been granted and 202 rejected. Union representation votes have been ordered in 162 cases.

For the current year, January 1 to September 8, 1945, the British Columbia Board has received the greatest number of applications, 457, of which 272 have been granted and 62 rejected. The Ontario Board has received 205 applications of which 160 have been granted and 23 rejected. Of the other provinces, Manitoba has received 87 applications, Nova Scotia 57, New Brunswick 27, Saskatchewan 23, and Quebec 14.

Applications for veterans' insurance

Figures released recently by the Honourable Ian A. Mackenzie, Minister of Veterans Affairs, on the operations of the Veterans Insurance branch of that Department, indicate that during the past six months a total of 1,317 applications for \$4,042,500 worth of insurance have been received. Of these, 1,164 applications, totalling \$3,515,000 have been approved and 95 applications, amounting to \$341,500, are still pending.

Of the applications approved 1,150 were from ex-service men, 8 from ex-service women and 6 from widows. A total of 382 of the applicants are using their re-establishment credit to pay the premiums, while 212 are paying them through deductions from their war disability pensions.

Veterans Insurance is available to any veteran without a medical examination, except in exceptional cases, in amounts of up to \$10,000. Widows of veterans who did not carry veterans insurance are also eligible. Premiums may be paid from veteran's re-establishment credit or deducted from disability pensions.

"Considering the relatively short period during which this Act has been in force and that general demobilization is not yet in full operation I regard these figures as extremely satisfactory", the Minister said.

Resignation of

Rene Harmegnies and Catholic Confederation from Labour of Labour on the Wartime Labour Relations Board (National) has resigned owing to ill health. His place has been taken by Mr. Gerard Picard, General Secretary of the Confederation.

The Board, in expressing its regret at the departure of Mr. Harmegnies paid tribute to his public service while a member of the Board and also expressed the hope for a rapid improvement in his health.

New director of Bureau of Technical Personnel

Hon. Humphrey Mitchell, Minister of Labour, announced on August 31 the promotion of J. M. Dymond of Toronto as Director of the Wartime Bureau of Technical Personnel, succeeding H. W. Lea who has been appointed Co-ordinator of Public Projects for the Department of Reconstruction.

Mr. Dymond, on loan from the Hydro Electric Power Commission of Ontario to the Department of Labour since December, 1941, was chief executive officer of the bureau from October, 1942, until his present promotion. By profession he is a mechanical engineer. In the last war he served with the Canadian Expeditionary Force from 1914 to 1919, and left the Service with the rank of Major.

The Wartime Bureau of Technical Personnel administers manpower controls over technical personnel, who include professional engineers and scientists. The Bureau is at present engaged in a survey of over 34,000 technical persons in civil occupations in Canada and in the Armed Forces, with a view to the utilization of their special qualifications in postwar reconstruction; and to assist the individual rehabilitation of those being discharged from the Services.

Committee on Education Overseas appointed

The Hon. Ian A. Mackenzie, Minister of Veterans Affairs, announced on August 17 that arrangements had been made for the setting up of a special "Committee on Education Overseas" under the chairmanship of the High Commissioner for Canada.

It is the duty of this committee to consider and deal with applications, received through the Services concerned, from service personnel for the privilege of undertaking courses of training after discharge but before repatriation to Canada, under the provisions of the Post-Discharge Re-establishment Order governing training outside Canada.

"The purpose of this Order in Council," said Mr. Mackenzie, "is to permit personnel, who interrupted training abroad or for whom facilities for all or part of the required training are not available in Canada, to obtain training which will directly assist their eventual civilian re-establishment in this country."

The Department of Veterans Affairs is authorized to pay the actual expenses of repatriation of such a person, after completion of the approved training, such expenses not to exceed the cost of the class of transportation and accommodation to which the veteran would have been entitled had he remained in service.

Minister of Labour in press interview forecasts industrial expansion in consumer goods

in order to forestall inflation."

"Remember that the worst inflation in the last war came after the war was over and that is the most dangerous period", he pointed out.

Indicative of what controls had accomplished in curbing inflation he instanced the fact that in Canada the cost of living had increased approximately 20 per cent as against 76.8 per cent in the last war.

The Minister was emphatic in his opposition to all forms of regimentation and declared that "the sooner we get back to a free economy and the free movement of labour the better".

Admitting that there would inevitably be temporary lay-offs in the change-over process from war to civilian production he envisaged a strong industrial expansion when plants got into the manufacture of consumer goods.

Mr. Mitchell stated that Canada was short 154,000 men right now, of which 96,000 were in A and B categories, and 58,000 in C and D. At present, too, are 12,000 German prisoners, soon to come out of active employment. They are mainly in the lumber camps. Ten thousand conscientious objectors are also still at work.

As to unemployment insurance, he said that 19,000 Canadians were receiving it now out of 2,500,000 Canadian workers. There was now nearly \$300,000,000 in the fund for unemployment insurance.

"Once we get the shifts in population over with, I think we'll be in a pretty sound position in Canada", he said.

Interviews show majority of veterans want immediate employment

The large majority of ex-servicemen and ex-service women returning to civilian life are interested principally in immediate employment, according to figures released on August 23 by the Honourable Ian Mackenzie, Minister of Veterans Affairs. The figures were based on 15,754 interviews conducted by officers of his Department in discharge centres of Army, Navy and Air Force during the month of June.

"Of this total of 15,754 who were interviewed, 3,573 or 22.7 per cent expect reinstatement in their old jobs," Mr. Mackenzie stated. "Another

2,114 or a total of 13.4 per cent have new jobs available, while 5,187 were hoping to go immediately into employment on their discharge. Another 830 were returning to their own businesses, while 524 planned to return to farms which they owned prior to their retirement.

"Among the total interviewed during the month of June," the Minister said, "1,088 wanted to take vocational training, while 841 planned to enter university. A total of 545 were interested in land settlement under the Veterans Land Act, with the large majority of these planning full time farming. A total of 1,052 had not made up their minds." The figures include both men and women from the services.

"While these figures are an indication, they should not be taken as final," Mr. Mackenzie stated. "We have found from experience that very often men and women who first express the intention of going into employment find that in the long run a course of training will greatly increase their earning power, and many of these people come back to us for training either on vocational or university level. Similarly a percentage who told us that they want to take vocational training find excellent opportunities for employment when they return to their home communities and as a result they go directly into jobs."

Growth of British retail co-operatives in 1944

Final figures relating to membership, capital and trade of co-operative retail societies in Great Britain in 1944 were published in the *Co-operative News* of August 25, 1945.

The membership for 1944 was 9,225,240, an increase of 143,022 over 1943. Sales amounted to £352,311,277 an increase of £20,737,154. Share capital totalled £222,302,324 an increase of £21,280,567. Loans and sundry funds increased by £7,511,003 to a total of £65,345,391. Reserve and insurance funds amounted to £18,668,959, an increase of £625,662.

Trade union membership in Australia

An increase in trade union membership since the outbreak of war is reported in the bulletin, *Australian Statistics* published by the Commonwealth Bureau of Census and Statistics.

Membership in 1939 totalled 915,470. By 1943 this total had risen to 1,204,863. Australia's population is 7,300,000.

Manpower

Further Relaxation of Manpower Controls

Employment "Freeze" Lifted—Restrictions on Advertising Modified— Farm Labour Controls to be Removed in November

IN accordance with Government policy of relaxing wartime controls as speedily as circumstances permit, the Hon. Humphrey Mitchell, Minister of Labour, on August 16 announced the abandonment of a number of manpower restrictions.

Most important of these was the manpower "freeze". Under this control, men employed in essential industry were not permitted to leave their jobs without the permission of a Selective Service Officer. Imposed on September 20, 1943 (L.G., 1943, p. 1333), this restriction was removed as of September 17, 1945.

Persons transferred to essential employment under compulsory direction were permitted to return to other employment, effective September 3. The compulsory transfer of workers under the seven Compulsory Transfer Orders had already been discontinued, on May 17 (L.G., June, 1945, p. 803).

The restriction on advertising for employees was modified, effective September 3, to permit employers to advertise freely providing they first register the vacancy with their Employment Office and providing that men responding to the advertisement are directed to apply to the Employment Officer rather than to the employer and are then sent by the Employment Office under permit to the employer.

Two controls on farm labour are to be abolished after the 1945 crop is harvested, probably on November 15. These are: the provision that men in agriculture are not allowed to leave their employment; and the power to direct men to agriculture.

This action eliminates every control, except (a) Requirement that a permit be obtained before accepting employment; (b) Requirement to give 7 days' notice on terminating employment; (c) Requirement that employers must list vacancies and those seeking work shall register; and (d) Requirement of a Labour Exit Permit.

In announcing the relaxation of manpower controls, the Minister released the text of a letter circulated to all unions in Canada and

to all employers having ten or more employees.

The Minister pointed out he had said many times that the regimentation of the Canadian working people would be abandoned just as soon as this action was possible in fairness to the various emergencies which the Government, through the agency of the Labour Department, was, of necessity, obligated to solve.

Letter to Trade Unions and Employers

The letter to trade unions and employers reads:—

DEPARTMENT OF LABOUR

Ottawa, August 17, 1945.

To Officials and Members of Unions:

To Employers:

Dear Sirs:

Regulations or controls under the general heading of Selective Service were imposed reluctantly because the circumstances of war made them necessary.

Canada has mobilized her human resources as never before. At the peak there were over 700,000 in the Armed Forces and nearly one million persons in industries directly or indirectly related to war. Nevertheless, agricultural production was nearly doubled, essential civilian goods produced and necessary services maintained.

All this was accomplished, not because of regulations, but because of the win-the-war-determination and co-operation of the Canadian people.

It is time to say "thanks", and to outline plans for the immediate future.

It has been stated repeatedly that there must be an orderly withdrawal of controls as quickly as circumstances permit, and the time has arrived to relinquish additional controls. This is subject only to avoidance of endangering vital industries—such as home building and those which may be absolutely necessary to bring about efficient re-establishment of returning veterans and transfer of war workers to ordinary occupations.

Already 13 specific controls have been removed and are a matter of history.

The principal controls which have been continued in effect up to this date are:—

- No. 1 The permit system. That is, a man may not accept a new job without a permit, with certain exceptions such as the agricultural and fishing industries.
- No. 2 Seven days' notice must be given by male and female workers or an employer wishing to terminate employment, except where shorter notice is provided for in the regulations or by an Employment Office.
- No. 3 Employers in industry and commerce must list all vacant positions, whether for men or for women, with the nearest Employment Office.
- No. 4 Men may not leave jobs in "designated establishments" without permission of an Employment Office.
- No. 5 Unemployed men are required to register at the nearest Employment Office if unemployed for a period of seven days.
- No. 6 Men already moved to employment under compulsory direction may not leave that employment without permission of an Employment Office.
- No. 7 Men may not leave employment in agriculture without permission of an Employment Office during the present busy season on the farm.
- No. 8 Employment Offices may still direct male persons from 16 to 65 years of age to work at agriculture, mining and a few other basic industries.
- No. 9 Labour Exit Permits are still required by anyone wishing to seek or enter employment outside Canada.
- No. 10 Employers may not advertise for male workers or male workers may not advertise for employment without permission of an Employment Office.

The objective is to change to a National Employment Service to which employers and employees alike will come of their own choice because it will give a service in employment matters not bettered anywhere in the world. To give this service a reporting system of vacancies and placements similar to that being presently followed in respect to women, will very soon take the place of all remaining controls.

The following important changes in the controls will be made effective on the date indicated in each case:

(The number set against each item below refers back to the complete listing of controls given earlier in this letter.)

- No. 4 "The freeze". That permission must be obtained to leave designated establishments—this will be cancelled September 17, 1945.
- No. 6 Those transferred under compulsory direction not allowed to return to other employment without permission. This will be eliminated on September 3, 1945.
- No. 7 Men in agriculture not allowed to leave. This will be eliminated after the 1945 crop is harvested. Tentative date November 15, 1945.
- No. 8 Power to direct men to agriculture. This will be eliminated as soon as the 1945 crop is harvested. Tentative date November 15, 1945.
- No. 10 Permit to advertise. Effective September 3, 1945, this control will be changed to permit employers to advertise freely providing they first register the vacancy with the Employment Office and providing that men responding to the advertisement are directed to apply to the Employment Officer rather than to the employer and are then sent by the Employment Office under permit to the employer.

This program will eliminate every control, except (a) Placement Permit, (b) Requirement to give notice, (c) Requirement that employers must list vacancies and those seeking work shall register, and (d) Requirement of a Labour Exit Permit.

Of these number (1) "Placement Permits" is necessary to safeguard some vital essentials such as housing, essential civilian supply and veterans' and war workers' placements: however, this control, too, will be dropped as soon as possible. The other three (requirement to give notice, Labour Exit Permits, and compulsory listing of vacancies, and registration if seeking work) will be continued for the present.

HUMPHREY MITCHELL, A. MACNAMARA,
Minister of Labour Deputy Minister of
Labour

Comments of Minister of Labour

In commenting, Mr. Mitchell said: "Canadians can well be proud, not only of accomplishments in battle and in production for

war and for the needs of our own and Allied civilians, but as well for the sane attitude pursued all throughout the war period, evidenced in the ready acceptance of some regimentation as a necessary evil in fighting the greater evil—the crazy idea of war.

“Good faith in carrying out promises in such things as priority in placement to veterans, in providing needed homes, in developing projects which will provide employment, producing lumber and building material for use at home and in Europe, and most important of all, food for millions who face starvation, demands that a minimum of control be retained for a further period. However, assurance is given that the situation will be under constant review and even this minimum will disappear without too much delay.”

In the meantime, the Minister added, he urges all workers who are doing a job which

adds to the sum total of Canada's tremendous reconstruction obligation, to stay on the job.

Proof of Compliance with Mobilization Regulations No Longer Required of Applicants for Unemployment Insurance Benefit.

An Order in Council of August 28 (P.C. 5758), revokes a previous wartime order which required male persons making application for benefit under the Unemployment Insurance Act to produce satisfactory evidence of compliance with the National Selective Service Mobilization Regulations. This requirement was established by P.C. 2222 of March 30, 1944, and was part of the nation-wide check-up on all civilian men of military age who were subject to the call-up. (L.G., 1944, p. 450). By reason of the end of hostilities it is not considered necessary to continue it.

Release of Men from Army for Civilian Employment

Arrangements for Speedy Release of Men Needed to Meet Manpower Shortages in Housing, Food Industries and Other Essential Employment

A new system of speedy release of men from the Army who are needed for civilian employment of national importance was announced by the Hon. Humphrey Mitchell, Minister of Labour, on August 28, as the result of arrangements which have been completed between the Department of Labour and the Army.

The new agreement is designed to facilitate the release of men from the Army to fill vacancies in various industrial fields where there is still a serious and acute shortage of manpower. Instructions have been issued to Officers Commanding the various Army establishments in Canada informing them of the industries in which need for men is urgent in the following terms: “Housebuilding, which is extremely important because of the shortage of homes, and in addition men for railway track maintenance, men for packing plants, work in the lumber production field, both in the woods and the mills, and in the textile industries”. Emphasis is placed on the paramount importance of food production and the need to release men for food canning factories and food processing plants, as well as harvesting.

The instructions urge these officers to see to it that every effort is made to discharge men who are eligible by reason of service, age, etc., and who are experienced or qualified in the building trades or other industries where there

is a shortage and where discharges will be useful, particularly in industries which have a potentiality in respect to expanding civilian employment. The instruction goes on to state that only under the most exceptional circumstances may “the exigencies of the Service” be permitted to interfere with discharge in such cases.

The earlier policy of “first in—first out” in regard to discharge is to be adhered to and where a man is not entitled to discharge under this policy, he is to be granted leave of absence without pay and allowances. In this way, the Minister pointed out, the men released will retain all they earn, so that the objection which was raised to the previous plan of directing men to industry will be overcome.

In the instructions which are being issued to military district officers special emphasis is placed on the need for release of building trade workers. It is pointed out there should be no hesitation in releasing men who are known to be experienced in construction work because they can be readily absorbed by the National Employment Service under the permit placement system in construction work of high priority, such as building veterans' homes and general construction work where the construction in hand will create employment.

In the case of groups of men for other occupations a close liaison will be maintained between the Deputy Minister of Labour, Mr. MacNamara, and the Adjutant-General's Branch of the National Defence Department. The technique will be for the Labour Department to specify in what occupations men are needed, and where they are needed, so that the Adjutant-General's Branch of the Department of National Defence (Army) will then ask for volunteers for this work to accept leave without pay and allowances.

The Minister also stated that it is anticipated that a similar plan will be developed in regard to the Royal Canadian Air Force.

Amendment in Procedure of Industrial Selection Committees

In announcing the plan for co-operation with the Army, the Minister pointed out that the plan would in no way interfere with the present release system, under which men important to industry may be released upon application being made to one of the eleven Industrial Selection and Release Committees located in strategic centres across Canada. Employers may ask for the release of any of their former employees under this plan providing it can be shown that the release in advance of the man's turn is in the national interest.

A change in the procedure of these District Committees and of the Industrial Selection and Release Board at Ottawa was announced on August 21.

In future the eleven District Committees will continue to deal with applications for the speedy release of men from the Armed Services, but where the Committee decides to recommend that a man be released from the Forces the Committee's recommendation will go direct to the Armed Services, and will not be forwarded to the Board at Ottawa for review. The Armed Forces will then arrange for the release of the man, subject to "the exigencies of the Service", and subject to the man himself agreeing.

The Ottawa Board in future will consider matters of policy and procedure, and regulate the procedures of the Committees, rather than reviewing Committee recommendations as has been the practice up to this time.

The Board and the Committees will now undertake a review of all applications for men as previously dealt with, which had not been approved on first consideration.

Commenting upon the new procedure, the Minister reiterated that the general release policy of the Armed Services "first in—first out", is being adhered to, "but it becomes increasingly important", he declared, "to secure the release immediately from the Armed

Forces of men whose return to civilian life, by reason of their skill and experience, will aid in reconversion, make possible the employment of others, notably veterans, or give very direct assistance in such vitally important projects as home building for veterans".

Committees have been advised, in a letter from the Deputy Minister, A. MacNamara, as follows:

"It is altogether desirable that during the next three months, when it is obvious that there will be great demand for men, several thousand men should be released from the Forces ahead of their turn. This will lessen the number for whom jobs need to be found later in the season when employment opportunities are not at their peak.

"The Committees should therefore recommend and the Forces are prepared to release men more freely, and particularly in the following categories:

- (1) Men whose individual qualifications constitute them key-men in the narrow sense of the word, namely that they alone can do a particular job which is important in reconversion or construction. (This of course is the group that P.C. 3683 was especially designed to cover, and is included here as a matter of emphasis, not as a new policy.) Applications may be considered either from former or new employers.
- (2) Men who it is shown would be of substantial use in A or B priority industry. (Labour priority rating can readily be ascertained from the local Employment Office.) Applications may be considered either from former or new employers.
- (3) Men stationed in Canada who are requested to fill an appointment in which they are entitled to reinstatement even though the industry has not a high labour priority rating. Applications will naturally be considered from former employers only. (The release of a man for a position to which he is entitled does not give him an advantage over the man overseas.)"

Applications Approved

In commenting upon the work of the Industrial Selection and Release Board at Ottawa, Mr. MacNamara stated at the end of August that the Board had approved applications for the release of over 6,200 men from the Armed Services, required by industry as key personnel. Most of the cases approved by the Ottawa Board had already been recommended upon favourably by one of the eleven Industrial Selection and Release Committees across Canada.

Dominion-Provincial Conference on Reconstruction

Broad Program of Social and Economic Legislation Proposed by Federal Government—Financial Aspects, and Division of Powers Considered

TO discuss the relationship between the Dominion and Provincial Governments in the light of the urgent problems of post-war reconstruction, the Prime Minister of Canada and the premiers of the provinces recently met in Conference in Ottawa.

The purpose of the Conference, as defined by the Prime Minister, Hon. W. L. Mackenzie King, was

to ensure the maximum of co-operation between the federal government and the governments of the provinces, in order that the Canadian people, working together may achieve the constructive goals of peace as effectively as they have carried on the essential, though inevitably destructive, tasks of war.

The necessity for the Conference arose from the division that exists between the peacetime legislative powers of the Dominion and provinces. As pointed out by the Prime Minister:

Under our federal system, the Dominion Government has power in wartime to take whatever action may be required to wage war successfully. In peace-time, the Dominion Government has more limited powers. The successful development of peacetime policies, the success of reconstruction, depend no less upon the policies of the provinces than upon those of the Dominion.

Accordingly the Conference was called upon to recommend the most effective allocation of responsibility between governments in Canada for carrying out policies generally agreed on as desirable, with particular attention to the financial and jurisdictional aspects.

The Conference opened on August 6, 1945, and continued until August 10, the nature of this first session being largely exploratory. The Dominion Government submitted a Memorandum of Proposals, which the provinces agreed to accept as a basis of discussion. Statements were also made by the premiers of the provinces. A number of Dominion-provincial sub-conferences were then set up, to consider the various sections of the proposals in detail, following which the main Conference was adjourned in order that the provincial governments might study the proposals.

On November 26 the meetings will be resumed.

Summary of Dominion Proposals

A brief summary of the Dominion Government proposals which are set forth in more detail elsewhere in this article, is as follows:

(1) Employment Policy.

To meet the objective of a high and stable level of employment, the Dominion seeks provincial co-operation in a public investment program to be ready for implementation when private employment is slack. The Dominion would offer financial assistance to provincial and municipal public works projects, conditional on their being timed in accordance with the federal program.

(2) Social Security

(a) A national health program is proposed, consisting of a health insurance scheme and a series of public health projects. This would be administered by the provinces with federal financial assistance.

(b) A national old age pensions scheme administered and financed by the Dominion and covering persons over 70 years of age, would be supplemented by a Dominion-provincial scheme for persons 65 to 69 years old.

(c) The Dominion would accept complete responsibility for care of the employable unemployed, by means of a broadened unemployment insurance scheme supplemented by unemployment assistance or those not eligible for benefits.

(3) Transition Measures

The Dominion will hasten the elimination of wartime economic controls and the return to provinces of matters within their jurisdiction; maintain its present comprehensive measures for re-establishment of veterans; expedite reconversion of industry; retain wage control and collective bargaining regulations for the transition period; and co-operate with the provinces in the field of housing.

(4) Financial Arrangements

Conditional on the withdrawal of the provinces from the field of taxes on incomes, corporations and estates, the Dominion would pay

higher subsidies to the provinces, based on a minimum of \$12 per capita and increasing in proportion with the value of Gross National Production per capita.

(5) Dominion-provincial co-operation would be effected by agreement and not by constitutional change. A minimum trial period for the proposals would be three years.

Opening Address by the Prime Minister

Opening the Conference with a cordial welcome to the delegations from the provinces, the Prime Minister, Rt. Hon. W. L. Mackenzie King, warned that decisions of international importance would be made within the next year or two, which would affect future trends in history.

"The voice of Canada," he declared, "must be strong and clear so that her interests will have their rightful place in the complex pattern of international affairs now emerging out of chaos of war.

"No country can live unto itself. That is the lesson we have learned in the bitterness and anguish of conflict. Hope for the world lies in the well-being of every nation. Unity of purpose and harmony of plan must be sought at home so that unity and harmony can be won abroad.

"At San Francisco, the nations of the world endeavoured, for the good of all, to set limits on their individual ambitions. They sought collective security through collective generosity. At this conference it is ours to pave the way for national progress. It is equally ours, by maintaining unity of purpose, to build not only security and prosperity at home, but also to contribute to security and prosperity abroad."

He said that the magnitude of Canada's war achievement had given Canadians a new vision of their own future. Paying tribute to Canada's fighting men he said: "They have assured our freedom. May we use that freedom to win the victories of peace; victories over distance, over climate, over nature; victories over depression, over unemployment, over insecurity and over want; victories over prejudice, over intolerance, and over disunity. To be worthy of Canada's wartime achievement, to be worthy, above all, of the sacrifice of human life, let us resolve to work together to make Canada a land of ever widening opportunities for all our people, regardless of origin, of class or of region, the best land on earth in which to work and to live. The finest of all memorials to the men who have gone forth from Canada never to return will be our striving to work together towards that ideal."

Meaning of Reconstruction

Announcing that the Conference would be known as the Dominion-Provincial Conference on Reconstruction he said, "By reconstruction,

none of us, I am sure, means a return to conditions as they were in the early nineteen-thirties. We must go forward to a better social order, a more reliable economic structure, than we have ever had before. To achieve this will not be easy. It would be a fatal mistake to under-estimate the seriousness of the task. Because the war has demonstrated an unexpectedly large productive capacity in this country is no reason to assume that automatically we shall be better off than we were before the war.

"Our productive capacity has been enlarged in response to an immense governmental demand for labour and materials arising out of the war. In order to continue to use Canada's productive capacity fully after the war, other and broader outlets must be found. To effect this, we need to achieve a much higher standard of living, a more rapid rate of capital development and substantial export markets."

Canada and International Reconstruction

Dealing with the international aspects of reconstruction, the Prime Minister declared that the difficulties and distress which immediate contact with the destruction of war had brought to a large part of the world affected Canadians deeply and directly. "We could not, even if we so desired, hold ourselves aloof from the plight of those who during these long and bitter years of war have shared our hopes and fears, have fought at our side," he said.

"No country, to-day, can cut itself off from the world. But even more than most countries, Canada is exposed to the impact of external conditions. We are one of the great trading nations of the world, and our economy is inextricably linked up with the economies of other countries. In a world which is prosperous and stable, we can hope to manage our affairs in such a way as to achieve, in this country, prosperity and a high standard of living. In a world which is depressed and disorganized, our task would be much more difficult."

He pointed out that Canada has participated in international organizations in the fields of food and agriculture, relief and rehabilitation, and monetary problems. Furthermore the San Francisco Conference had laid the basis for a world security system, which would

include provision for continuing economic collaboration among nations, and for a co-operative effort to attain higher standards of living, full employment, and economic and social progress throughout the world.

Dominion-Provincial Relations

Turning to domestic affairs, the Prime Minister pointed out that in peacetime the Dominion Government had more limited powers than in wartime, and that the work of reconstruction would depend no less upon the policies of the provinces than upon those of the Dominion. He said: "If all our governments, each in its own sphere, are able and willing to work together towards common objectives, it is obvious that our domestic policies will have much greater prospect of being successful. It is certainly true that discord or lack of co-operation will frustrate the efforts of all governments. There is something equally important. In this period of transition throughout the world, the effective co-operation of Dominion and provinces will be essential if Canada, in her own interest, is to make the contribution which it is vital our country should make to world reconstruction, world security and world prosperity. The greater the element of certainty and stability Canada can contribute to world affairs, the greater hope there will be for our own future and for the future of humanity."

He asserted that the aim of the federal government was not to weaken the provinces, to centralize all the functions of government, to subordinate one government to another or to expand one government at the expense of others. "Our aim is to place the Dominion and every province in a position to discharge effectively and independently its appropriate functions. In other words, we believe that the sure road of Dominion-provincial co-operation lies in the achievement in their own spheres of genuine autonomy for the provinces. By genuine autonomy, I mean effective financial independence, not only for the wealthier provinces but also for those less favourably situated.

"We believe that once the provinces have reasonable financial security, it will be much easier for them to co-operate with the Dominion in the furtherance of policies which neither can bring into effect successfully without the help of the other.

"To put it very briefly, we regard autonomy and co-operation as essential means of achieving satisfactory Dominion-provincial relations."

Objectives of Dominion Proposals

Summarizing the objectives of Dominion-provincial co-operation, he declared:

"The proposals which the Federal government is placing before the Conference are directed to attaining a progressive and secure standard of living based on remunerative employment for all who are able and willing to work, and expanding markets at home and abroad for efficient agricultural and other primary industries. Our proposals envisage co-operation in the intelligent and systematic conservation and development of our natural and other resources, and, to this end, the fullest application of scientific knowledge and research. The proposals seek to further the enlargement of opportunities for individual and community development and the fullest encouragement of enterprise whether, in its appropriate field, the enterprise is public or private. Without excluding action by the state, the reconstruction program of the federal government is deliberately designed to encourage and foster 'employment-creating' enterprise by individuals and corporations.

Employment and Income

"Above all, we aim at the maintenance of a high level of employment and income. In no field are the interests of Dominion and provinces more thoroughly one than in the maintenance at all times of a high level of employment. The fear of war is undoubtedly the worst of all fears in the minds of men to-day. But next to the fear of war, the greatest fear for most men is the fear of unemployment. There are men and women who almost dreaded the coming of victory because they feared that depression and unemployment might come in victory's train. That fear we must all seek, in close co-operation to remove.

"This is not the time to enter into academic or political arguments about the comparative merits of public and private ownership of productive undertakings. The practical fact is that, in present circumstances, the bulk of employment must be provided by private and corporate undertakings. If we are to maintain a high level of employment and income in the period of reconstruction, the action of government—and by government I mean all governments, provincial as well as federal—must be such as to increase, not to decrease, the opportunities for individual freedom and initiative. At the same time, freedom and initiative must not be directed to purely selfish ends. These great qualities must be harnessed in the service of the community. We are convinced that the people of Canada

expect governments—all governments—to accept responsibility for creating conditions which will ensure high and stable employment. To create such conditions, we believe it should be made possible, through reduction and simplification of taxes, and in other ways, for private enterprise to operate boldly and courageously. We believe the state—and by the state may I say again, I mean provinces as well as Dominion—should design programs of public development and conservation which can be readily expanded or contracted to help in balancing the rise and fall of other sources of employment. We also believe that, under modern industrial conditions the state has an inescapable responsibility to provide, through unemployment insurance and assistance, a minimum of livelihood to those who, through no fault of their own, find themselves without work.

Social Security

"Finally, our proposals are designed to make possible a comprehensive system of social insurance, partially federal and partially provincial, through which the community will

share with the individual in meeting the variations of income and expense to which the rise and fall of business activity, natural disasters, accident, ill health and old age render all of us liable. Improved standards of nutrition, housing, health and social amenities, for both urban and rural populations, are also objectives of our reconstruction policy. Of these housing is a most urgent need in the period of reconstruction.

"It will be impossible to achieve these most necessary and desirable results by action of the federal government alone. They can be achieved only by full co-operation among all the governments in the country. The basic fact which this Conference must face is that as Canadians we cannot have conditions which promote the most effective use of our resources, a high level of employment, an effective social security program, and steadily rising standards of living for all sections of the Canadian people, unless the Dominion and the provincial governments are able to agree on a well-considered constructive program for the future."

Proposals of the Government of Canada

"Our objectives are high and stable employment and income, and a greater sense of public responsibility for individual economic security and welfare," declares the Brief submitted to the Conference by the Government of Canada.

Pointing out that responsibility for the attainment of these objectives is shared by the federal and provincial governments, the Brief asserts:—

"To devise a working co-operative arrangement to a common end, in harmony with our federal system, is the aim and purpose of this Conference."

The Brief then presents the Dominion proposals in regard to

- (1) The maintenance of employment;
- (2) Social security provisions;
- (3) Policies for the transition period in regard to such matters as wartime controls, veterans' re-establishment, housing, industrial reconversion, agriculture, wage control and collective bargaining; and
- (4) Financial arrangements as between the Dominion and the provinces.

(1) *High Employment Policy*

The Government's primary approach to the problem of maintaining a high and stable level of employment and income is to encourage private enterprise.

However, as a supplementary measure the Government proposes to make full use of a public investment program in periods when private employment is slack. Thus the Government will deliberately plan for periods of declining business activity, and will have a shelf of employment projects ready for immediate execution when unemployment threatens. These projects, it is stressed, must be useful and efficient, and of such a nature as to "develop the nation's resources, add to its capital equipment, and raise its conditions of living."

The Brief points out, however, that the scope of this program is such that it cannot be carried out by the Dominion Government alone. A public investment program consists of activities and projects undertaken by provincial and municipal governments as well as by the federal government. Furthermore the division of responsibility for many of the activities has not up till now been satisfactorily defined.

The development of an effective and coherent program, therefore, depends upon the achievement of agreement and co-operation between the Dominion and the provinces (including their municipalities) as to the activities they will undertake in the public investment field.

A second matter on which agreement must be reached is the timing of projects. If the

public investment program is to be successful, projects must be timed to commence at the moment when they will be of greatest service in meeting the employment needs of the country, and this condition applies to provincial and municipal projects as well as to federal undertakings.

As to the first question, the division of responsibilities, the Brief suggests that public investment activities be classified under two headings:—

(a) Activities for which the Dominion is fully responsible or is prepared to consider assuming full responsibility by suitable arrangements with the provincial governments wherever necessary. (These are listed in detail and include, generally, projects which are a national responsibility or are inter-provincial in scope, and also surveys, mapping, demonstration projects, and basic preparatory and research work on a national scale for the conservation and development of natural resources); and

(b) Activities for which the provincial governments are responsible and which the Dominion is prepared to consider assisting provided specific agreements can be reached.

The Dominion will, of course, be able to time its own projects wherever possible in accordance with the employment situation. In regard to provincial and municipal projects, the Dominion will encourage the governments to accept similar timing policies, by offering assistance conditional on the provinces co-operating in the desired manner.

Federal help will consist of technical assistance and information; and also of financial grants covering part of the cost of projects which have been accepted and registered by the Dominion authority as fully planned projects, and which are executed in a period designated by the Dominion authority.

The Brief undertakes that in the timing of projects the Dominion would concern itself only with employment considerations, leaving to the provincial and municipal governments the direction of their own investments, subject to the Dominion having discretion to determine in any one year the total value of projects, if any, on which it would pay timing grants within any province. It would also of course authorize the grant for projects whose execution would extend over several years.

It is recognized also that there are a number of projects, both Dominion and provincial, on which work cannot be postponed, owing to immediate need.

(2) *Social Security*

Social security provisions proposed in the Brief are designed to supplement such existing measures as unemployment insurance, family allowances, and other health and

welfare measures already adopted by the federal and provincial governments. The new proposals are for:—

(1) A national health program, including health insurance;

(2) National old age pensions;

(3) Unemployment assistance benefits to cover contingencies not met by unemployment insurance.

The Brief asserts that a social security system can make a three-fold contribution to Canadian life. It provides a network of protection for the Canadian people that justifies itself on social and humanitarian grounds; by stabilizing consumer purchasing power it provides a powerful weapon with which to ward off general economic depression; and by expressing the common interest in the welfare of the individual in the face of economic hazards beyond his control it makes a contribution to Canadian unity.

National Health Program

In Canada, the Brief indicates, health services fall clearly within the jurisdiction of the provinces.

The Brief points out, however, that there are great inequalities in the quantity and quality of health care now available to different groups of Canadians, reflecting differences in personal incomes, differences between rural and urban areas, and differences between provinces.

The Dominion, therefore, proposes that these disparities be overcome by means of a program of health insurance for all and increased public health services, to be administered by the provinces with federal financial assistance.

The proposals are based on those which have already put forward by the Advisory Committee on Health Insurance, and which have been approved with modifications by the House of Commons Committee on Social Insurance, and which have been further modified as a result of a Dominion-Provincial Conference on Health Insurance held in Ottawa last year (L.G., 1943, p. 433; 1944, pp. 441, 818, 947).

The basic principles of the scheme are as follows:

(1) Any plan should have the ultimate aim of providing the highest quality of health care for all Canadians in all parts of Canada.

(2) While the scheme should be nationwide in scope, it should also be adaptable to meet the particular local conditions of the various provinces, and therefore should be under provincial administration.

(3) The plan should be flexible enough so that each province, in adapting it to local circumstances, may make use of provincial health services and facilities already in existence.

(4) The plan should be capable of being introduced in any province by several stages if that province so desires, in recognition of the fact that staff, equipment, and administrative experience may be lacking for carrying out an over-all scheme immediately.

(5) The plan should also be capable of coming into effect in separate areas if, in the opinion of the provincial authorities, such an approach is desirable in any particular province, but a time limit must be set for complete coverage of the whole province.

(6) While the national plan must outline the services which are to be provided, the provinces should be able to determine the particular methods by which these services will be made available, including any necessary arrangements with physicians, hospitals, nurses, specialists, manufacturers, druggists, and suppliers of equipment, all of which may be left to the decision of the various provincial administrations in accordance with their view of what is best in their province.

(7) As far as possible, the existing personal relationship between the doctor and patient should be maintained.

Specifically, the federal government makes four proposals, as follows—

- (a) Grant for Planning and Organization;
- (b) Health Insurance;
- (c) Health Grants;
- (d) Financial Assistance in the Construction of Hospitals.

It is believed that none of these proposals involves in itself any change in the constitutional jurisdiction or responsibility of federal or provincial governments under the British North America Act.

Planning and Organization Grant

The purpose of the first grant is to enable a provincial government which participates in the scheme to establish a full-time planning staff to prepare to administer health insurance.

This grant will be available as part of an agreement under which the provincial government undertakes to complete the preliminary preparations within 18 months, and, before the expiration of the time, to submit a provincial health insurance program to the federal government.

Health Insurance

In entering upon the health insurance scheme, a province may introduce the benefits by stages. However it would be agreed that the province would furnish general practitioner services, hospital care and visiting nursing services within two years of its entering upon the plan.

During later stages of the scheme, benefits to be provided would include consultant, specialist and surgical services; other nursing services, including private duty; dental care; drugs, serums and surgical appliances; and

laboratory services, including blood tests, X-rays, etc.

Of the cost, which is expected to total \$250,000,000 for the whole country, the Dominion will pay three-fifths, or \$150,000,000. In the early stages of the scheme, however, the Dominion will arrange its contribution to each province by making a basic payment of one-fifth the estimated cost of each benefit, supplemented by a payment of one-half the additional actual cost incurred up to the estimated maximum.

The accompanying tables indicate the cost of the various benefits to the federal government.

Health Grants

In addition to assistance in the field of health insurance, the Government also proposes to make available to the provinces various health grants, conditional on their being effectively utilized and on certain additional sums being paid by the provinces.

These grants, and their maximum cost to the federal government, are as follows:—

- (1) General public health grant, \$4,000,000;
- (2) Tuberculosis grant (to assist provinces in providing free treatment), \$3,000,000;
- (3) Mental health grant (for prevention and free treatment), \$4,000,000;
- (4) Venereal disease grant (for prevention and free treatment), \$500,000;
- (5) Crippled children grant (for prevention and treatment of crippling conditions in children), \$500,000;
- (6) Professional training (for professional training of personnel in the field of public health to assist the provincial governments in embarking upon an expanded program of public health services), \$250,000;
- (7) Public health research, \$100,000;
- (8) Civilian blind (to permit the pension age for blind persons to be lowered from 40 to 21 years of age and to provide for treatment of the blind and of persons suffering from conditions which might lead to blindness), \$1,250,000.

Construction of Hospitals

The Dominion proposes to provide to provinces entering health insurance agreements low interest loans for expansion of hospital facilities.

Other Health Proposals

The National Health Program also contemplates the construction of a National Laboratory as a post-war development project, the extension of health services to the Civil

BASIS OF FEDERAL CONTRIBUTIONS FOR HEALTH INSURANCE

(Dollars per capita)

Service Provided	Estimated Average Cost of Service ¹	% of Total Cost	Basic Dominion Grant (20% of total est.)	Maximum Additional Dominion Grant (50% of additional actual cost to maximum)
	\$	%	\$	\$
<i>First Stage</i>				
General practitioner service.....	6-00	28	1-20	2-40
Hospital care.....	3-60	17	0-72	1-44
Visiting nursing service.....	0-60	3	0-12	0-24
Total First Stage.....	10-20	48	2-04	4-08
<i>Later Stage</i>				
Other medical services (consultant, specialist and surgical).....	3-50	16	0-70	1-40
Other nursing services (including private duty).....	1-15	5	0-23	0-46
Dental care.....	3-60	16	0-72	1-44
Pharmaceutical (drugs, serums and surgical appliances).....	2-55	12	0-51	1-02
Laboratory services (blood tests, X-rays, etc.).....	0-60	3	0-12	0-24
	21-60	100	4-32	8-64

¹ Estimated cost to be revised on basis of actual costs after three years.

COST TO THE FEDERAL GOVERNMENT OF INITIAL BENEFITS UNDER HEALTH INSURANCE

FIRST STAGE

(In thousands of dollars)

Province	General practitioner service	Hospital care	Visiting nursing service	Total
Prince Edward Island.....	342	206	34	582
Nova Scotia.....	2,081	1,248	208	3,537
New Brunswick.....	1,646	988	165	2,799
Quebec.....	11,995	7,197	1,199	20,391
Ontario.....	13,636	8,181	1,363	23,180
Manitoba.....	2,627	1,576	263	4,466
Saskatchewan.....	3,256	1,935	323	5,514
Alberta.....	2,866	1,720	287	4,873
British Columbia.....	2,944	1,767	294	5,005
Total cost to federal government.....	41,393	24,818	4,136	70,347

COST TO THE FEDERAL GOVERNMENT OF OTHER BENEFITS UNDER HEALTH INSURANCE

LATER STAGES

(In thousands of dollars)

Province	Other medical service	Other nursing service	Dental care	Pharmacists	Laboratory service	Total
Prince Edward Island.....	200	66	205	145	34	650
Nova Scotia.....	1,214	399	1,249	884	208	3,954
New Brunswick.....	960	316	988	700	165	3,129
Quebec.....	6,997	2,299	7,197	5,098	1,199	22,790
Ontario.....	7,954	2,614	8,181	5,795	1,363	25,907
Manitoba.....	1,532	503	1,576	1,117	263	4,991
Saskatchewan.....	1,882	618	1,935	1,371	323	6,129
Alberta.....	1,672	549	1,720	1,218	287	5,446
British Columbia.....	1,718	564	1,767	1,251	294	5,594
Total cost to federal government.....	24,129	7,928	24,818	17,579	4,136	78,590

Service, the application of proper health and sanitation standards for the federal government buildings, the development of the National Fitness program, the provision of consultative services for departments of the federal government, and a very great increase, wherever possible, in all fields of co-operation between the federal and provincial governments, so as to press forward the best possible health program for the people of Canada.

National Old Age Pensions

Under the present system of old age pensions, which is administered by the provinces with a federal contribution of 75 per cent of the net cost, pensions of \$25 a month are available to persons 70 years of age and over. The pension is paid only in case of need, and is reduced if the pensioner has a private income of more than \$125 a year. Some provinces have added small supplemental amounts, to which the Dominion does not contribute.

The Brief states that the proportion of the Canadian population whose age is over 70 is increasing. It comments that this indicates the importance of providing adequately for older persons, but points out also that it will increase the financial burden of the scheme.

The Dominion proposals are for a national old age pensions scheme, entirely financed and administered by the federal government, and paid at a uniform rate of \$30 a month as of right and regardless of means, to men and women aged 70 and over. The cost is estimated at \$200,000,000, but there would be a partial recovery from such persons over 70 as pay income tax.

The Dominion proposes also a further scheme for the assistance of needy persons between the ages of 65 and 69. This would be provincially administered, with the Dominion contributing 50 per cent of the cost. The maximum payment to which the Dominion would contribute would be \$30 a month, and payments would be subject to a means test.

Financing of Old Age Pensions and Health Insurance

The Brief has the following to say about the method by which the Dominion proposes to raise its share of the cost of health insurance and old age pensions:—

It is within the power of the Dominion to finance its share of the combined cost of health insurance and of old age pensions out of the Consolidated Revenue Fund with such modification of taxation as would be justified, in the opinion of Parliament, by the universal benefits of health insurance and old age pensions and by the other purposes of Dominion expenditure.

There are, however, some definite advantages, in terms of administrative efficiency, compliance, and popular understanding of the plans, in introducing features, more specifically contributory in nature and tied up more closely with the provisions of health insurance and old age pension legislation. These additional and desirable features would be helpful in the early and effective inauguration of the plans and the Dominion Government asks that they be provided for in specific agreements with the provincial governments.

Unemployment Assistance

The Dominion proposes to accept full responsibility for assistance to able-bodied unemployed persons.

In line with the already announced national objective of a high level of employment and income, the principle of Dominion policy will not be the provision of relief, but rather "the assurance of either a job or of a subsistence income in lieu of a job, if necessary for a substantial period of time, available to employable persons who are able and willing to obtain a job whenever possible."

Accordingly the Dominion proposes:—

(a) the extension as rapidly as possible of unemployment insurance to cover all employees, and

(b) in the period when such extension is being carried out, to institute a system of unemployment assistance to protect persons not at present covered under the insurance scheme.

The scope of the present Unemployment Insurance scheme does not extend to

- (i) those previously employed persons whose employments are not at present insured. The largest groups at present are farm employees, domestic servants, certain government employees, and office employees receiving \$2,400 or more;
- (ii) insured persons who do not qualify for or have exhausted their benefits in prolonged unemployment;
- (iii) young persons who have not been able to start employment;
- (iv) previously self-employed (farmers, tradesmen, trappers, etc.) who give up their enterprise and seek employment.

"As rapidly as possible" the Brief continues, "the Unemployment Insurance Act will be widened to embrace all employed persons. It is recognized, of course, that the Act cannot be immediately extended to the irregular employments, or to those in which as a general rule there are only one or two employees per employer; time is required to overcome the difficult administrative problems of collection of insurance contributions in such cases. However, the Act can and will be extended

promptly wherever possible. Consideration will be given to the advisability of including persons in government and municipal service and those monthly-rated employees now outside the Act because of having wages in excess of a stated maximum.

"As already stated the objective would be to bring into insurance in a relatively short time the whole employed population; when this had been accomplished the only employees who might require assistance, in contrast to insurance, would be those who had exhausted their insurance benefits or failed to qualify. By that time experience with the extended insurance scheme would enable a decision to be made whether to extend the duration of benefits and shorten the period of qualification for insurance."

In the meantime, the qualifications for unemployment assistance would be

(1) that the individual had been an employee for a minimum specified time, or being a young person could be expected to have been employed had it not been for employment conditions at the time when he entered the labour market;

(2) that he is available and fit for employment;

(3) that he is unemployed through no fault of his own; and

(4) that he is not entitled to benefits under the Unemployment Insurance Act.

It is proposed that some kind of a simple test would be adopted so that unemployment assistance would not be provided to those who are not dependent on their own employment for a livelihood or to those who have an adequate income independent of employment.

In the case of an insured person who has exhausted insurance benefits, or who lacks the full qualification for insurance benefits, the scale of assistance would be approximately 85 per cent of the insurance benefit to which such person's contribution class previously entitled him or would in due course entitle him. In the case of a person who is not insured but for whom there is a record of previous employment, the scale of assistance would be approximately 85 per cent of the benefit rate to which he would have been entitled if insured. In the case of persons who are not insured and who have no adequate record of previous employment, assistance would be provided at a flat rate which would not conflict with insurance benefits or wage rates for comparable employed persons.

It should be noted that family allowances will always be paid irrespective of employ-

ment, and no deduction would be made from either unemployment insurance benefits or unemployment assistance by reason of the fact that family allowances may also be received by the person concerned.

If it should be deemed necessary by any municipality for it to supplement rates of assistance available in any particular cases, the provision of such a supplement would remain a matter for the provincial government or the municipality concerned, and subject to whatever conditions they wish to apply for purposes of the supplement.

A person who ceases to be employable would not be eligible for unemployment assistance. In the absence of more specific evidence of unemployability, a person who has remained on assistance for a period of two years, without being able to obtain or keep employment other than of a casual nature, would be declared ineligible and transferred to the responsibility of the provincial government and municipality.

The scheme would not apply to self-employed persons, who, to the extent that they needed assistance, would be dependent on local action.

Payments for unemployment assistance would be made out of the Consolidated Revenue Fund and not out of the Unemployment Insurance Fund.

Extended Employment Services

Extension of unemployment insurance and the introduction of unemployment assistance would greatly increase the administrative responsibilities of the National Employment Service, the Brief points out.

In order to carry out its function of "assisting workers to obtain employment for which they are fitted and assisting employers to obtain workers most suitable to their needs," the Employment Service, it is indicated, will require the maintenance of certain of the wartime controls, although the greater part of these are being relaxed.

According to the Brief, "It is difficult to visualize an efficiently operated Employment Service that does not have a reasonably complete picture of all vacancies and the number of persons seeking employment, together with trends and prospects of labour supply and demand.

"This information is essential (a) to the planning of employment projects and even fiscal policy; (b) to assure that unemployment insurance benefit and unemployment assistance is paid only to those who cannot be referred to suitable employment; (c) to assist in the rehabilitation of ex-servicemen; and (d) to the effective carrying out of the Dominion

Government's policy of preference in referral to employment for veterans who have had overseas service or who are in receipt of a pension.

"Employment officers must be equipped with the information necessary to carry out their responsibilities. Briefly this means that while employers would be entirely free to select and hire the employees of their choice, it is desirable that they should be legally required to notify the Employment Service of all vacancies, engagements and separations, and that unemployed persons desiring employment should be required to register at the employment offices. The Employment Office would thus be essentially a referral agency, not an agency of final selection of a person for a job."

Dealing with employment and placement the Brief further proposes:—

An organized vocational guidance program;

Continuation of close Dominion-provincial co-operation with regard to the farm labour program;

A Dominion-provincial Occupational Rehabilitation Service, available to all disabled persons regardless of the cause of disability, administration of which would be closely co-ordinated with the Employment Service;

Vocational training projects which would include retaining of industrial workers, and Dominion assistance to vocational schools.

(3) *Transition Measures*

A section of the Brief deals with the Dominion Government's policies for the transition period.

Economic Controls

In instituting its system of wartime controls the Dominion Government in a number of instances entered the field of provincial jurisdiction. This it did reluctantly, the Brief declares, but was forced by its responsibilities in the war emergency.

The Brief points out that this emergency will not end when actual hostilities cease, that the extraordinary measures necessary during the war period cannot suddenly be revoked without serious dislocation of the national economy, and that reasonable time must be allowed for orderly decontrol.

However wartime controls will be removed "as speedily as decontrol can be safely undertaken".

The Dominion Government proposes:

(a) to remove wartime price and wage controls as soon as the danger of a war-generated inflation is past;

- (b) to discontinue as soon as possible all wartime regulations of the Dominion Government affecting the jurisdiction of provincial governments over minimum wages, hours of work and holidays with pay;
- (c) to eliminate wartime subsidies related to the stabilization policy when inflationary pressures begin to ease;
- (d) to remove wartime controls over the production and distribution of commodities and services and special wartime export and import controls as soon as supplies of materials and labour for continuing wartime requirements and for civilian production are reasonably adequate to permit civilian supply to satisfy civilian demand at reasonable prices and as soon as world shortages no longer require Canada to undertake commodity controls;
- (e) to remove rationing of civilian goods whenever supplies of rationed commodities which are made available for civilian use are sufficiently great (even though they may not be sufficient to meet civilian demands fully) to permit the elimination of rationed distribution;
- (f) to remove rental and occupancy controls as soon as available housing is reasonably adequate to meet existing housing demands without a sudden inflationary rise in rents;
- (g) to remove wartime selective service restrictions progressively as the supply of labour more nearly meets the demand;
- (h) following consultation with the provinces, management and labour, to make appropriate amendments to the War-time Labour Relations Regulations for their continued application for as long as deemed necessary in the emergency period and further to consult with the provinces, management and labour on appropriate measures to be provided for by Dominion and provincial legislation.

Veterans Re-establishment

The Brief outlines the comprehensive measures that have been taken for the rehabilitation of veterans, and comments that "the obvious implications of the necessary federal financial commitments for this purpose, as for other war and defence purposes, must be considered in determining the future of Dominion-provincial financial relations."

Emergency Housing

Describing the existing housing situation as "critical," the Brief calls for co-ordinated

action at all levels of government for the implementation of a comprehensive housing program.

Wartime Housing Limited, the Crown corporation which originally built houses for rent to workers in war factories, has more recently extended its activities to meet the needs of ex-servicemen and their families in congested urban centres. To make more effective use of existing shelter and to conserve scarce materials, large homes were leased by the Government and converted into multiple family dwellings. The Government has also offered to put various types of buildings at the disposal of the municipalities for use as temporary shelter. While not part of its housing program as such, houses are being erected on farms and small holdings on the outskirts of cities and towns for sale to veterans under the Veterans' Land Act.

These direct activities are essentially of an emergency character; and the main objective of Government policy will be to put a well integrated and permanent housing program into full operation with the least possible delay, the Brief states.

The main instrument of this policy is the National Housing Act, 1944, which empowers the Government to participate on a comprehensive scale in all phases of a national housing program. The Brief puts forward suggestions for consideration at the Conference relating to community planning, building by-laws, low rental housing projects, slum clearance, and training programs in the field of housing construction and community planning.

Community Planning

Community planning "lies entirely within the sphere of provincial jurisdiction." However the Dominion, under the terms of the Housing Act, is prepared to co-operate and give assistance, and in particular "to support in principle the establishment of a community planning institute for Canada, or some similar body, for the co-ordination of planning and action in this field on a continuing basis."

Stressing the advantages of community planning, the Brief points out also that more favourable terms are available for loans under the Housing Act in the case of individual houses and rental housing projects built in a community that has been adequately planned and zoned.

Training Programs

"The Dominion Government is prepared to discuss with the provinces how it may best assist in educational progress designed to provide trained personnel in the housing and community planning fields."

Building Codes and By-Laws

The Brief urges provincial governments to take action to provide minimum standards of construction and materials comparable to those imposed as a condition of Dominion Government finance.

Low Rental Housing Projects

In regard to low rental projects the Brief suggests three means by which provinces could reduce rental costs for low income families. These include rent reduction funds, reduction of land acquisition costs, and reduction of local taxes.

Slum Clearance

Although slum clearance projects are not considered appropriate during a period of acute housing shortage it is urged that provinces and municipalities proceed immediately with plans and preparations, to be put into effect at a suitable time. Under the Housing Act the Dominion may pay half the net cost of a slum clearance project.

Industrial Reconversion and Disposal of Surplus War Assets

Reconversion involves the quick settlement of war contracts and the clearing of plants. Machinery has been set up for the final renegotiation of war contracts and termination of war orders. Arrangements have also been developed whereby civilian production may be resumed by clearing from plants the government-owned equipment or materials which are not required for such production.

The Brief declares that industry itself must take the initiative in the development of post-war plans, and the role of the Department of Reconstruction will be that of providing all possible assistance.

The Department will also concern itself with long-term problems, such as the employment problems presented by seasonal industries.

War Assets Corporation, which is the sole disposal agency for Crown-owned surpluses, is operating under the following policy, according to the Brief:—

1. Today, when goods are scarce, to sell all saleable surpluses at existing market prices, but within ceilings set by the Wartime Prices and Trade Board.

2. Later, when the war ends, and surpluses become so great that they might constitute a danger to the transfer of industry from war to peacetime production and to the rapid employment of labour, to control the flow of such surpluses so that they will create the

least possible disturbance to the normal economy of the nation.

3. At all times, to make every effort to control the price to the public, and to reach the public by the shortest possible route.

4. To keep out of unfair competition with established business.

5. To seek expert advice from industry on price levels and marketing methods, but not to act on such advice at the expense of public interest.

6. To distribute sales uniformly across Canada.

7. To sell abroad, in harmony with the other governments who are faced with the same problem, everything that becomes available abroad and that can be sold there.

8. To keep out the speculator.

9. To recover for the taxpayers of the nation and the original investors in these goods, the largest cash return upon their investments possible without interfering with the eight points previously mentioned.

In regard to the disposal of Crown-owned plants and production equipment, the following points are to be considered:—

Will the proposed use of the property and equipment

- (i) increase the possibility of employment?
- (ii) provide for the manufacture in Canada of a new product, previously imported?
- (iii) substantially improve working conditions, as compared to existing operations?
- (iv) provide facilities which will permit of more economic operations, as compared to existing operations?
- (v) provide desirable manufacturing facilities to meet anticipated increases in the domestic or export markets?
- (vi) provide a desirable redistribution of industry and employment?

The Department of Reconstruction has established Regional Reconstruction Councils in each province, representative of the different economic interests therein. The co-operation of the provincial governments in the task of reconstruction can be effected through the establishment of close relationship with these Councils, as well as through the regular contacts between the Dominion and provincial governments. The councils also afford machinery for co-operation with municipalities and other bodies.

Agriculture

The Dominion Government proposes to co-operate with the provinces in providing for a greater degree of stability in farm income

and a greater measure of security than has prevailed in the past. While ultimately the maintenance of farm income will rest on the policy of continued exports and high employment at home, the farmer is expected to benefit by such measures as family allowance payments, old age pensions, health insurance, Prairie Farm Assistance payments, export credits, increasing attention to human nutrition standards, and Agricultural Prices Support legislation.

The Dominion proposes further to work out the best possible basis of co-operation with provincial governments in regard to expansion of developmental and protective services, marketing, grading and inspection, and conservation.

Wage Control

As an essential part of the general anti-inflation policy, wage control will be maintained during the transition period.

However as soon as conditions warrant, and after consultation with those directly interested, further steps for relaxation of wage controls will be taken.

The Brief continues:—

"Much has been said, at various times, about the desirability of uniformity throughout Canada of minimum wage standards, occupational coverage, maximum hours of work and minimum age of employment, consistent with justifiable local or regional variations in cost of living standards. The Dominion Government is most willing to discuss any proposals which might be made in these fields."

Collective Bargaining and Conciliation

The Brief outlines the legislative jurisdiction of Dominion and provinces under the Industrial Disputes Investigation Act and under its successor, the Wartime Labour Relations Regulations, P.C. 1003.

It points out that as wage control is relaxed, in a step-by-step process, matters relating to wage rates and working conditions will in increasing degree be returned for settlement between employers and employees by collective bargaining, and that this will throw a heavier load on the government conciliation services.

It asserts the need for the Dominion retaining its emergency powers into the transition period, and declares: "The Dominion should be able to revise the existing wartime regulations in the interim, as necessary or advisable in the light of its experience gained and to meet changing conditions in this transition period. Undoubtedly as the result of wartime experience, both Dominion and provincial

post-war legislation will differ considerably from the legislation in effect prior to February, 1944, when the Wartime Labour Regulations came into effect."

Labour-Management Production Committees

The federal government intends to continue its active sponsorship of these committees and invites the provincial governments to co-operate in such sponsorship.

Powers of Delegation

The Brief suggests that instances may arise where some provincial governments will want to transfer jurisdiction over some types of industrial relations activities to the Dominion or to have Dominion legislation apply thereto.

As legal doubt exists as to the authority of a provincial government to delegate any part of its jurisdiction to the Dominion, or vice versa, the Brief suggests that such transfer of jurisdiction be made through an amendment to the British North America Act.

"It is suggested that an amendment of this nature would be non-controversial and, if framed in general terms, would have useful application to many other matters of joint Dominion-provincial character. The amendment could be framed to confirm in like manner the Dominion authority to delegate powers to a provincial government. The Conference might appropriately consider the necessity and advisability of this suggestion."

(This is the only amendment to the B.N.A. Act suggested in the Brief.)

(4) Financial Arrangements

In presenting the Dominion's financial proposals, the Brief recalls some of the pre-war problems in the taxation field:

1. The combined tax system was "highly regressive and to an unusual degree consisted of taxes on costs"; it "hampered enterprise and restricted income and employment";

2. The world depression had forced on the provincial governments burdens which fell on them with great severity and with very unequal force;

3. The arrangement under which the provinces were dependent for large proportions of their revenue on uncertain federal grants determined annually made impossible the independence of provinces in their own sphere of responsibility.

To meet the financial requirements of total war, the provinces entered into tax agreements with the Dominion whereby they surrendered their taxation rights in the fields of personal incomes and business profits, receiving compensation from the Dominion and thus enabling the Dominion to impose uniform and greatly increased tax rates.

During the post-war years Dominion Government expenditures will remain high, the Brief points out. For provincial governments, on the other hand, the financial outlook is good provided they can be assured of stability and growth in their revenues and of no recurrence of heavy relief expenditures.

Post-war financial arrangements among the ten governments concerned, the Brief declares, must, in the interests of the Canadian people, meet four requirements:

- (1) They must be carefully designed to encourage rather than restrict enterprise, investment and employment. Reduction in taxes must be accomplished with this in view. The necessary adjustments "cannot be successfully made by competing jurisdictions nor can the maximum reductions be accomplished."

- (2) In line with its employment policy of instituting public works in times of threatening business depression, and thus incurring budget deficits at a time when expenditures are being increased, the Dominion must have the financial resources to finance such deficits with unquestionable credit.

- (3) An adequate minimum standard of services should be made possible in all provinces, while not denying to any province the advantages which its resources give to it nor the freedom to establish its own standards.

- (4) The Dominion - provincial financial arrangements must be such as to strengthen, not weaken, the federal system. Provinces must have a dependable financial basis on which to operate, thus assuring them of freedom to make the decisions for which they are responsible.

Dominion Tax Proposals

The Dominion Government proposes that after the war the provincial governments should by agreement forego the imposition of personal income taxes, corporation taxes and succession duties, leaving to the Dominion Government the full and exclusive access to these revenue sources. The Dominion Government further proposes that as a condition of such agreement the Dominion should substantially expand its present payments to the provincial governments under an agreement which would ensure stable revenues and provide for their growth in proportion to increases in population and per capita national production. Although any provincial government would have the right to withdraw from the arrangement at any time since it is not proposed to seek a constitutional amendment, the Dominion proposes an agreement under which the provincial governments would commit themselves not to withdraw before an initial trial period of say three years.

In support of these proposals the Brief points out that the nature of its post-war commitments will oblige the Government to make full use of its power to impose national taxes on personal incomes, corporations and estates. Duplication of these taxes by other governments "would seriously restrict enterprise and output and would jeopardize Canada's employment program."

The Brief further points out that if the provinces revert after the war to the pre-war tax base, provinces in which large corporations are centred will be able to tax incomes and wealth derived in part from other provinces. Other provinces will thus be forced to make higher levies on such income as they can tax, which would work to the detriment of business and make conditions within the province progressively worse.

Such pressure on less-favoured provinces "will certainly give rise to increasing interference with interprovincial trade" and "may well lead to ill-advised extension of government ownership and operation of business merely to obtain necessary government revenues." Such developments "would operate to prevent private enterprise from playing its full and necessary part in post-war reconstruction."

A single exception to the proposed exclusive jurisdiction of the Dominion Government would be in the case of taxes on profits from mining and logging operations. Here the Dominion recognizes that provincial charges are closely bound up with each provincial government's management of and expenditure on its forest and mineral resources. Hence, as in the case of the wartime tax agreements, there would be no restriction upon the right of provincial governments to tax profits from mining and logging operations.

Dealing with the precise nature of the proposed payments to provincial governments, the Brief continues:

"Although provincial budgets will receive substantial benefit from implementation of the Dominion's proposals in regard to unemployment assistance and old age pensions, and from its full employment program generally, the provincial governments clearly cannot cease to levy succession duties and continue to forego income and corporation taxes after the war unless assured of an adequate alternative revenue source. The Dominion Government therefore proposes, in lieu of present statutory subsidies and payments under the wartime tax agreements, and conditional upon provincial acceptance of its tax proposals, to

pay each provincial government the sum of \$12 per capita annually, increased or decreased in proportion to the value of Gross National Production per capita as compared with that of 1941. This proposed annual payment would however be subject to an irreducible minimum equal to \$12 per capita of 1941 population."

The irreducible minimum of payments would amount to \$138 million per year, as compared with the present high level of receipts from the Dominion Government and from succession duties of \$125 million. "But this is the irreducible minimum only. If the proposed agreement had been in operation in 1944, with increased population and national production per capita, the provincial governments would have received \$207 million from the Dominion."

The tax proposals, coupled with the Dominion's assumption of responsibility for unemployment assistance and for old age pensions from age 70 and other considerations, would assure each provincial government of a surplus, in some cases a large surplus, on current account under average post-war conditions, the Brief asserts. "Under prosperous conditions the surpluses would become very substantial indeed and would make it possible to pay off debt on a large scale. On the other hand, the provincial governments would be protected against any major deterioration when business was below normal." Provinces would thus be enabled to raise their standards of education and other provincial services, or to lower their tax rates, or to retain present tax rates in lieu of contributions required to finance the provincial share of such health insurance benefits as they might wish to undertake in co-operation with the Dominion.

Conclusion

Concluding with a summing-up of the various Dominion Government proposals, the Brief declares:

"These proposals are neither revolutionary nor disruptive; they are built on our best judgment to-day of the experience of the past, but they involve no irrevocable commitments for the future: they ask only for a genuine trial. They are directed to the practical solution of national and federal problems which are the vital concern of all.

"The Dominion Government asks careful and mature consideration of these proposals, which it is anxious to discuss fully and freely with the provincial governments. It asks that they be considered in the light of the responsibilities which each Government has to the people. Let no other advantage be considered than the advantage of the people of Canada."

Statements by Premiers of Provinces

The premiers of all the provinces spoke in response to the opening address by the Prime Minister and again following the reading of the proposals of the Dominion Government.

The following is a summary of their remarks on both occasions:

Hon. George Drew, Premier of Ontario

In replying to the Prime Minister's opening remarks, the Hon. George Drew, Premier of Ontario, declared that the Conference would be the most important gathering of government representatives in the history of Canada.

"Its success," he stated, "will depend upon the co-operation shown here, the full co-operation of partners upon a full, frank and complete partnership basis."

Referring to the wartime financial agreements under which the provinces, for the period of the war emergency, agreed to give up the right to tax incomes and business profits in return for increased federal subsidies, the Premier declared: "With the passing of the war emergency the agreements between the Dominion and provincial governments centralizing the control of our most important sources of taxation will automatically terminate. If that should happen before we have reached agreement as to the relationship between the Dominion and the provincial governments in several fields of taxation and administrative authority, chaotic conditions may prevail.

"It is not a question of whether we can reach an agreement on co-operation, we must reach agreement out of this Conference.

Mr. Drew expressed the view that the Conference need not be too rigidly bound by the "mere letter of the British North America Act." Dwelling on the question of whether legislative and administrative authority should be more greatly centralized, he considered that the strength of the provincial legislatures and their governments within their own clearly defined jurisdiction should be maintained.

He declared: "I believe that we should have a strong central government capable of dealing with all matters of national concern, free of any limiting restrictions which arise from constitutional difficulty or lack of clear definition of their powers. At the same time I think it is equally important—and I think the Prime Minister has expressed the same view from his remarks—that there be strong provincial governments which are free and adequately financed to deal with their own affairs with the utmost dispatch, and without restriction of any constitutional difficulties or lack of definition of their powers. The idea of

strong and vigorous provincial governments is in no way inconsistent with the thought of strengthening the federal government in the performance of all its constitutional responsibilities by the voluntary agreement of every province of Canada."

Continuing, he said: "If we accept the proposition that the provincial legislatures are to continue to exist as responsible bodies with full legislative powers over their own defined fields of legislation, then those legislatures must have real and not merely nominal powers.

"The right to raise and control its own financial requirements according to the decision of its members has long been regarded as the hallmark of a free legislative body. Any arrangement therefore which provided for a centralized collection of the greater part of the tax requirements of provincial governments and made them mere annuitants of the central government would place the provincial governments under the control of the central government to an extent that meetings of the members of the legislature would become almost meaningless because of the limitations within which they would be called upon to legislate. If the provincial legislatures are to continue as free and responsible legislative bodies within the conception of the British North America Act, then it would seem clear that the provincial governments must have authority over their own taxation within clearly defined fields.

"It is not merely a reallocation and redefinition of taxing powers which is required. It is equally necessary that there be a reallocation and redefinition of administrative obligations. That the Dominion Government has been called upon to assume enormously increased financial burdens goes without saying. But the obligations of the provincial governments have also been greatly increased. Just as the Dominion Government must have its position clarified so that it may be able to raise the necessary funds by taxation, so also must the taxing powers of the provincial governments be clearly established if they are to maintain their increasingly heavy burdens for social services, health, education and other matters of just as direct concern to our people as any of the subjects dealt with by the Dominion Government.

"Much has been said about the need for amendments to the British North America Act. I am inclined to believe that most, if not all, of the problems with which we are now confronted can be solved by agreement rather than by amendment to our Constitution. Even with all the statistical information avail-

able, it would be much more difficult to reach complete agreement in regard to amendments which would be binding upon succeeding governments than it would to give the proposals a test by definitive agreements which would achieve exactly the same results for the life of the agreements.

"There is one fundamental weakness in the British North America Act which lies at the root of many of our difficulties. While the legislative powers of the Dominion and provincial governments were defined with reasonable clarity, the division of taxing powers was left in a much less satisfactory position. The provinces were empowered to levy taxes in the field of direct taxation, as every one of us has so much reason to know, whereas the Dominion Government was authorized to raise money by any form of taxation. We therefore have the anomaly that, while the powers of the provincial governments have been extended by judicial interpretations of their statutory powers, the Dominion Government has found it necessary over the years to occupy more and more the only field of taxation which was made available to the provincial governments.

"We may wonder why it was left in that position. At the time that the British North America Act was drafted, any difficulty on this score probably did not even suggest itself. The budgets of the provincial governments, and for that matter of the Dominion Government, were relatively so small that the possibility of any serious difficulties arising from this overlapping of taxing powers apparently was not considered.

"It may well be contended that the Dominion Government has the legal right to extend the scale of Dominion taxation in any field. It would then be possible for the Dominion Government to levy direct taxes to an extent that would make it practically impossible for the provincial governments to raise the revenue necessary to perform their duties unless there were to be such duplication of taxation as would paralyze the economic life of the country.

"But while it might be legally possible for the Dominion Government to extend direct taxation to such a point that they could completely blanket the only field of taxation open to the provincial governments, it need not be argued that such a result was never intended and that the very existence of the provincial legislatures and their governments under the British North America Act carries with it the implicit understanding that the Dominion Government will leave the field of direct taxation open to the provinces to such an extent as will make it possible for them to fulfil their obligations to the people.

"I believe that if we approach this problem in a spirit of complete co-operation and good will, agreement can be reached defining and allocating the taxing powers of the Dominion and provincial governments on a workable basis."

As a means of maintaining co-operation for the future Mr. Drew suggested the establishment of a Dominion-Provincial Joint Planning Board. He pointed out that there would be an increasing number of public activities of various kinds in which the Dominion and the provinces would have a joint interest and a joint operative responsibility, and which could be dealt with by a continuing organization with a permanent secretariat located in Ottawa. In this connection the Ontario Government planned to establish an office in Ottawa which would be under the supervision of one of the cabinet ministers who would be responsible for Dominion-provincial relations and who would spend much of his time in Ottawa.

In conclusion, Mr. Drew declared:

"I want to close these remarks with an assurance to everyone here that the delegates from Ontario come here with open minds on every subject to be discussed. We have definite proposals to make, but we are anxious to exchange opinions and will co-operate to the very limit in establishing a sound basis for the social and economic welfare of the whole country. We are Canadians first, last and all the time. That is the spirit in which we will meet the tasks before us."

* * *

At a later stage, following the presentation of the Dominion Government Proposals, Mr. Drew said in part:

"We have before us the result of a great deal of work on the part of the secretariat which was appointed by the Dominion Government to prepare these proposals, proposals which really mean a new conception of Confederation, even if they do not mean a re-writing of Confederation. I want to compliment, and I do it most sincerely, those who have produced in excellent form the result of more than a year's steady work on what they thought would be a basis for discussion at whatever time this Conference should meet.

"Perhaps the very wording of these proposals is so carefully phrased that the wide import of some of them was not fully appreciated when they were first presented. I think everyone here, when he examines these as a whole, will find that these proposals are so sweeping that we should be assisting the solution of our difficulties in no way at all, if we sought to reach any hasty conclusion upon any single proposal.

"It is a complete picture of great magnitude and of profound importance for every Canadian. It cannot be dealt with piecemeal. Anyone who attempted to form an opinion about the ultimate effectiveness of any one of these proposals without rationalizing that particular proposal with all the rest might easily reach a very unsafe conclusion."

He stated that the four million people who made up the population of the Province of Ontario contributed approximately 50 per cent of all the moneys, federal or provincial, which would be paid for the ultimate carrying out of such conclusions as might be reached. Although he felt that the proposals should be considered as they affected Canadians in all provinces, nevertheless there was a special obligation on Ontario to study the consequence of the proposals before indicating either acquiescence or opposition, even in the slightest degree.

He continued: "We very gladly accept as a basis for discussion, study and of careful thought, these proposals now placed in printed form before us. There are subjects other than those specifically mentioned which we had thought might well be considered. However, the scope of the Dominion's proposals is so wide—may I say, Mr. Prime Minister, they are appropriately brought within the descriptive term of 'Conference on Reconstruction'—that our own subjects may well stand aside as matters of detail to be incorporated in the full discussion of all proposals at a time when we meet to consider them at a later date."

Hon. M. L. Duplessis, Premier of Quebec

In a brief speech in reply to the Opening Address, the Premier of Quebec, Hon. M. L. Duplessis, declared:

"I am not here as the leader of a party; I am not here to meet the leaders of provincial or federal authorities. I am here as a Canadian, first, last and always, as the representative of a province participating in a friendly gathering with the representatives of other provinces and with the members of the Federal government. Rest assured that the Province of Quebec sincerely wishes to collaborate and co-operate with all. There are many ways to co-operate and collaborate. Let us study and find out the best and agree to adopt the best.

"There can be no collaboration and no co-operation if there is absorption of power, if certain basic principles are discarded or put aside. It is the considered opinion of the Province of Quebec that the British North America Act is a compact having all the character of a contract and consequently cannot be modified or amended without the full consent of the contracting parties."

He gave it as his considered opinion that an accumulation of powers leads to autocracy. "Hitler," he said, "was the model of centralization. Centralization always leads to Hitlerism. We cannot centralize."

He considered that the provinces hold certain exclusive powers which they have a right to keep. "We think," he continued, "that provincial legislatures are essential to the well-being of Canada; we think they are essential to real Canadian unity. We think they are essential to the well-being of the population. Gentlemen, thinking that they are essential it goes without saying the legislative powers which were granted to the provincial legislatures cannot be exercised without financial authority. We need financial authority not only to solve the problems of to-day but the problems of to-morrow."

* * *

Following the reading of the Dominion Government Brief, Mr. Duplessis asserted that the proposals were so important that it would be most unwise to express immediately a definite opinion on them.

"Amongst the proposals of the federal government some seem to be good, and some others appear to be bad," he continued. "We are of the opinion that the proposals should be carefully perused and thoroughly studied."

He reaffirmed the intention of his government to collaborate and co-operate in accordance with the spirit and the letter of the British North America Act.

Hon. A. S. MacMillan, Premier of Nova Scotia

A declaration that the Province of Nova Scotia was prepared to co-operate "in every possible way with the other governments represented here in anything which it deems to be in the best interests of the people of Canada as a whole" was made by the Premier, Hon. A. S. MacMillan.

Speaking on centralization, Mr. MacMillan continued:

"I have noted the remarks made here this morning by the Premier of Quebec and the Premier of Ontario. They are definitely opposed to centralization. Their statements are very welcome, I am sure, to the Maritime Provinces because one of the grievances which the Maritime Provinces have to-day is that there is too much centralization. Only during the past year the Province of Nova Scotia has lost two very important industries which, evidently believing in centralization, have moved their plants to central Canada. But now that we have had these definite statements from the Premiers of the two great provinces of Ontario and Quebec we hope that we shall

have no more of this centralization of industries or that at least we shall be able to hold the industries we now have."

* * *

Following the presentation of the Dominion proposals Mr. MacMillan said that he was not yet in a position to express an opinion upon them.

He announced his intention of consulting with various bodies in his province, including the municipalities, organized labour, the transportation industry, farm organizations, and manufacturing interests, before his government came to a conclusion on the proposals.

He stated that provincial expenditures had increased during wartime, and that although revenues had also increased, these were likely to fall off at the war's end. Still greater revenues would be required to standardize services with those in some other provinces.

Hon. J. B. McNair, Premier of New Brunswick

A statement of New Brunswick's position in relation to the federal economy was made by the Premier of New Brunswick, Hon. J. B. McNair.

"For a variety of reasons," he said, "the provincial economy has for a long period of time been in a depressed state. The forces which have caused this condition are quite beyond the control of the province. Geography, national policy and monopolistic competition from other parts of Canada have been basic contributing factors.

"Except for a brief period during the late depression, when the Prairie sections were particularly hard hit, the per capita income of New Brunswick has been, with the exception of one province, the lowest in Canada. While our internal situation has improved during the war, there is nothing to indicate that our relative position within Confederation is any better. A more equitable share of the national income is for us a vital matter."

Furthermore the Premier quoted the views of the Royal Commission on Dominion-Provincial relations as being that:

The general effect of national policies has been to accelerate the natural shift of industry and finance, and of concentration of wealth and income, to Central Canada.

"The remedies for such conditions," Mr. McNair continued, "lie primarily with the federal authorities, which under the Constitution have exclusive jurisdiction in all matters of national importance, including such items as tariffs, freight rates, international and inter-provincial trade, credit, exchange and monetary policy. These are subject-matter of funda-

mental concern to the primary industries upon which the welfare of the people of New Brunswick chiefly depends."

Pointing out that New Brunswick was largely dependent on primary industries, such as forestry, farming, fishing and mining, and on the tourist industry, Mr. McNair declared that to raise the standard of living within the province, public spending would be effective. "The benefits which would result from better highways and other transportation facilities, forest motor roads, wider electric power services, land reclamation, flood control, the development of national parks and other tourist facilities would be reflected not alone in increased buying power but in economies for our producers, greater efficiency in production and improved methods and practices in the conservation and utilization of our natural resources. Such expenditures would also permit a fuller development of the tourist industry for which our province excels, and which may readily be made a business of major proportions."

The financing of such a program, and of improved standards of social and educational services, was, however, a cause for serious concern. It would require active and substantial assistance from the federal authorities. Such aid was justifiable because of "the chronic unbalance in the Canadian economy with the heavy concentration of industrial, commercial and financial power in certain favoured areas," which was "due to the play of forces under the control of the Dominion parliament and government, since Confederation."

* * *

Referring to the Dominion Government proposals, Mr. McNair accepted them as the basis of discussion, and did not feel in a position to present counter proposals for the time being.

Hon. Stuart S. Garson, Premier of Manitoba

Presenting a lengthy brief to the Conference, Hon. Stuart S. Garson, Premier of Manitoba, declared that his proposals were not in any sense counter proposals, but had been prepared before his government had any idea as to what the Dominion proposals were going to be.

"We have been making proposals for eight years," he said, pointing out that it was the financial predicament of the Province of Manitoba which was the immediate occasion of the recommendation made by the Bank of Canada for the appointment of the Sirois Commission.

Mr. Garson's proposals paralleled in important respects those outlined in the Dominion brief, and the Premier declared that the

presentation of the Dominion proposals was tremendously gratifying to the Province of Manitoba.

Dwelling upon the prime importance of full employment Mr. Garson said that a great increase in the standard of living of the masses of the people would be necessary in order to keep pace with the rapid growth in the productivity of industry. This would entail large increases in the purchasing power of the masses of the people.

"We believe," he said, "that it is the duty of governments in Canada to co-operate in creating an environment in which free enterprise can provide full employment. Beyond that, it is up to free enterprise. If it does not succeed, state action necessarily follows for no government to-day can face the financial consequences.

"To provide a proper environment for free enterprise we must take into account some of its fundamentals. The free enterpriser produces because he expects to make profits. People cannot buy his goods unless they have the money or other purchasing power. Thus the free enterpriser cannot make profits unless he can find buyers with money. He has no incentive to produce to meet the needs of those who have no money. It is therefore purchasing power which sets production in motion in a free economy. The free enterpriser therefore in his own interests must favour increasing the purchasing power of the masses of the people.

"The free enterprise system has now such a great productive capacity that unless it makes a generous provision for the underprivileged, this great capacity is in danger of becoming clogged with its own output. That is why free enterprise must be progressive in its attitude towards welfare measures and to improvements in the living standards of the people. These are of invaluable assistance in insuring that the huge productive capacity of the free enterprise system will be fully employed. Notwithstanding this great capacity our pre-war production was not enough to provide even a moderate average standard of living, and we had unemployment. One of the best ways of curing this unemployment is by getting purchasing power into the hands of those who have human needs to satisfy, and who are without the purchasing power with which to satisfy them."

Mr. Garson said that the Dominion-provincial financial relationship established in 1867 was prejudicial to the maintaining of employment in that it imperilled the solvency of provinces and restricted trade. At the time of Confederation, governmental action and expendi-

tures on a large scale in the fields of unemployment relief, social services, old age pensions and public health were not contemplated by the Fathers of Confederation at all, much less as the responsibility of the provinces. During the depression of the 1930's, when greatly increased expenditures were necessary, particularly for unemployment relief, provincial sources of revenue became obviously inadequate.

Terming unemployment relief a national responsibility Mr. Garson recommended that the Dominion take over the administration and financing of the relief of unemployables.

He also declared that the Dominion should take similar action in respect of pensions for the aged and the blind, and in respect of any social legislation providing for unconditional payments of money allowances, such as children's allowances, which do not involve local supervision, and which, as well as having a social welfare aspect, are involved in national fiscal policy in the sense of being important devices to stimulate consumption and thereby increase employment.

The Dominion, he recommended, should further provide:—

(1) A very substantial increase in the amount of the per capita subsidy paid by the Dominion to the provinces.

(2) A national adjustment grant to those provinces which could qualify for it on the basis of fiscal need (the amount of the grant being such as to enable each province, including its municipalities without resorting to heavier taxation than the Canadian average, to provide adequate social, educational and developmental services).

(3) An emergency grant to a province in which bad conditions prevailed. This would be made for a year at a time, reduced as soon as possible, and eliminated as soon as possible.

The provinces, he felt, should agree to assign to the Dominion Government the sole right to impose "what are universally recognized as the main instruments of taxation in a modern federal state," namely taxes upon the incomes of individuals and corporations and upon inheritances. This would effect a return to the spirit of the intentions of the Fathers of Confederation, he indicated, since they had planned in 1867 to assign to the Dominion the sole right to levy the chief taxes of the State, which in those days were customs and excise.

The provinces, however, could only retain their financial responsibility if a reasonable share of their expenditures were financed by themselves rather than by Dominion grants.

Mr. Garson therefore advocated that the Dominion provide the provinces with an adequate and appropriate tax base, to which they could resort to finance any unusual provincial expenditures. He declared that he would elaborate this point in committee.

He further recommended that the Dominion take over the relief debts owing to it by certain provinces, upon condition that the provinces so relieved in turn would relieve their municipalities of all relief debts owing by the municipalities to such provinces, and would make equitable adjustments with those municipalities which have already repaid their relief debts.

In addition, the Dominion should enter into such further fiscal arrangements with the provinces as would provide all provinces with a credit adequate to support their shares of capital expenditures involved in the carrying out of the national post-war program.

By these means, Mr. Garson concluded, "the financial capacity of all provinces to carry out their constitutional responsibilities will be restored and all provinces will be provided with a credit to carry out their part of the national post-war program to help provide employment and income for those who are returning from our defence. There is not one of us in a position of responsibility who wishes to reward the men and women in the Services with another depression. But this time we must do a better job of making the Canadian people prosperous than we did after the last war. To do so, we must realize that it is a mass need, plus mass purchasing power which creates mass consumption. It is mass consumption in turn which sets in motion large-scale mass production. Without mass production on a large scale we have mass unemployment.

"No one disputes that there is mass need. The key to the whole process by which mass unemployment is avoided is mass purchasing power. Yet by leaving to the provinces the sole field of direct taxation, we have virtually forced the Dominion government to get, and all throughout the depression it in fact did get, far too large a part of its tax revenues from harsh, regressive, indirect taxation which diminished mass purchasing power—the very thing upon which we depend to make our economic system work. If we had set out deliberately to sabotage the free enterprise system, there is hardly any step which we could have taken which would have been more effective for this purpose than to retain in the power-machinery age of 1945 the Dominion-Provincial financial set-up which

was created to meet the needs of the primitive Canadian economy in 1867.

"With the financial arrangement of 1867, we have no quarrel as it relates to the facts and conditions of 1867. But the facts and conditions have changed, and to these changed conditions we have failed to apply the principles of Confederation. The Fathers of Confederation intended that the Dominion government should have control over the main taxation instruments. When with changing conditions the Dominion lost effective control over the most important tax in the modern federal state, we have so far failed to restore that control, except temporarily, by the Tax Suspension agreements....

"What we seek as a reform is to restore the meaning and intentment of the British North America Act by applying the principles of Confederation to the facts of 1945. By co-operative action of the provinces and the Dominion we can do this without any amendment of the Constitution. Indeed, by so doing, we shall restore its meaning and spirit, rather than depart from it. And when we shall have done this, we shall find that we shall have solved our problems."

Hon. John Hart, Premier of British Columbia

Dealing in his remarks largely with the subject of employment, Hon. John Hart, Premier of British Columbia, declared, "Events, since the frustrating days of the last depression have greatly influenced opinions previously held on the proper role of government in the national economy. The success which has attended the management of Canada's war economy has, we believe, persuaded thoughtful citizens everywhere that much can be done in times of peace to control the effects of a disturbed business cycle; to banish the fear of unemployment and social insecurity; to maintain a high level of employment and income; and to achieve an ever-rising standard of living.

"We were gratified to note in the agenda, which was sent to us last year, that the underlying objective of this Conference was to devise the means by which we might attain these important goals."

Noting that in the past attempts to avoid the effects of depression had been "conspicuously unsuccessful," Mr. Hart said that his government had carefully considered the proposals for maintenance of a high level of employment and income contained in the White Paper issued by the Minister of Reconstruction, and that he was aware that the adoption of the proposed economic policy would

"impose new and grave responsibilities upon the federal system."

"Confident that these new responsibilities can be assumed, and satisfied that the Federal system is capable of the self-discipline necessary to provide effective co-ordination, the Government of British Columbia has come to this Conference prepared to give its fullest co-operation in that connection," he declared.

"In view of the restricted financial capacity of provincial governments," he continued, "any effective attempt to employ a method of timing public expenditures, or tax relief to avoid economic extremes, would have to be inaugurated by the Dominion Government. Whether we, in Canada, can successfully use the weapons of monetary and fiscal policy to combat our peace-time enemies of unemployment and depression, depends, we think, partly on international conditions largely beyond our control, and partly on the domestic arrangements which may be devised to co-ordinate governmental and private effort.

"The basic question, in our opinion, is how effective recognition can be given to the interdependence of all Canadian governments and, at the same time, preserve the constitutional privileges of the separate parts. We are inclined to think that no one answer to this question will be found wholly satisfactory. Perhaps only through experience can we evolve a practical method of dealing with it. In any case, since we shall be breaking into new and difficult ground, flexible arrangements and continuous Dominion-provincial collaboration are likely to be more appropriate than rigid, permanent adjustments in the initial stage. It may be that a Dominion-Provincial Co-ordinating Council would serve a useful purpose in this connection."

He considered that the use of taxation for social as well as for revenue purposes would entail the need for co-operative methods in some instances where previously independent Dominion and provincial methods of collection were feasible.

"It is possible," he said, "that the method of tax-sharing could be used to advantage in dealing with this question. In this respect, experience under the existing tax agreement has shown that the policy of a single agency for the collection of specified revenues commends itself highly."

Conditions approaching full employment would improve the revenue position of provincial governments, he thought, but the federal government should be in a position to extend assistance to any province which temporarily needed it.

Labour should be taken into the confidence of the governments "so that they may approach

the transition period with every assurance that there will be no serious unemployment."

Mr. Hart also suggested that the Conference deal with such problems as: improving the freight rate structure for Western Canada; municipal finance; the cost of education; housing; and other matters.

* * *

Referring to the Dominion Brief, Mr. Hart said that the proposals were "very far-reaching in their objectives," and that his government would "study them and give them every consideration," preparatory to another Dominion-provincial meeting.

Hon. J. Walter Jones, Premier of Prince Edward Island

The Hon. J. Walter Jones, Premier of Prince Edward Island, reviewed the position of his province in relation to other parts of Canada. He said that since Confederation the former prosperity of the island had gradually deteriorated.

Pointing out that his province was 62 per cent agricultural, and engaged in other primary industries to an extent of 12 or 15 per cent, Mr. Jones declared that wages in primary industries had increased far less in wartime than had wages in secondary industries. Wages in Prince Edward Island were much lower than in other provinces.

Prince Edward Island normally exported many of her agricultural products, but during the war "shipping ceased and harbours were allowed to decay." There was "practically no provision for transport to and from the mainland by trucks," while the transporting of railroad cars was not of use for carrying perishable products because of delays in transit or slowness of the service.

Agriculture was not adequately assisted; the Prairie Farm Rehabilitation Act or similar measures should have been applied to the Province. More encouragement was also needed for the fishing and farming industries, Mr. Jones stated.

Young persons left the province and took their educational and earning power with them, both of which were acquired at the province's expense.

The people of Prince Edward Island had no quarrel with corporations as such, but declared against a system which located them mostly in one area of Canada, and claimed the taxes paid by them belonged to the people as a whole.

As a rural province, Prince Edward Island could not without federal assistance provide an educational service equal to that in communities having varied resources and industries.

He declared: "I have spoken at length of our claims for equal treatment and especially emphasized the great disabilities of war-time. I have not yet stressed the necessity of a compensatory allowance for the post-war period. But I have shown that agricultural areas should receive treatment equal with other areas, and when goods are manufactured and purchased on Prince Edward Island providing labour outside the province, more goods should be delivered to the province on an adjustment. If farms on Prince Edward Island are to have electricity, they should be assisted federally. If we raise the health and welfare standards assistance again is indicated. Vocational training should be federally supported. Educational improvement could be achieved by a federal grant to each province without infringing on provincial right of control of the curriculum and school management. The Housing Act provisions should be extended to high schools and community centres.

"When grants-in-aid are given provinces they should not be given wholly on a population basis," he said. "The Technical Education grant of former years adopted the principle of first allocating a sum for management set-up and divided the remainder of the grant by population. An example of the unfairness of a population division is shown in the Physical Fitness grant where a division of \$250,000 gave Prince Edward Island just \$1,862 per year. Naturally no action could be taken with such a small amount."

He suggested that the Island might be used as an experimental area to try out new ideas in health, public welfare and education. "The Province would be pleased to co-operate also if the Island were used for experiment with superior types of animals and plants," he said.

He regretted the decline of shipping in the Maritimes since Confederation.

Turning to the Dominion Brief, he stated that acceptance of the financial proposals would result in a net loss to the province, compared with its present position, of \$110,000.

He concluded: "It is therefore quite obvious that the financial disadvantage to my province calls for a new proposal, or a modified proposal. We are ready now or later to consider the whole matter. We have our case prepared."

Hon. T. C. Douglas, Premier of Saskatchewan

Hon. T. C. Douglas stated that Saskatchewan was desirous of co-operating with the Dominion Government and the other provincial governments, and was prepared to do everything possible to ensure the success of the Conference.

"In our view," he continued, "the primary function of government is to satisfy human needs and to advance the economic welfare of the people who are governed. That is the criterion which we have set for ourselves. If the satisfying of human needs and the advancement of economic welfare means constitutional changes, then we are prepared to support constitutional changes. If the well-being of our people requires fiscal re-arrangements and re-allocations then we are prepared to support such changes. We believe that the function of government is not to be bound to any particular legislative authority. We do not consider any constitution to be sacrosanct. We believe our most sacred obligation is to care for the needs of the people whom we are privileged to represent. We believe that new occasions teach new duties and time makes ancient good uncouth. We are not arguing here that constitutional changes are necessary but we are saying to you and to other delegates, Mr. Prime Minister, that if constitutional changes are necessary we, as a government, are prepared to support them."

Mr. Douglas presented a brief outlining his government's proposals in the field of Dominion-provincial relations.

He agreed that the first purpose of the Conference should be to maintain full employment and a high national income.

Speaking of the Dominion Government's intention of encouraging private enterprise to play the dominant part in maintaining full employment, he said that his government was "very much in favour of encouraging private industry wherever such development is not detrimental to the public interest. We have never opposed free enterprise but we have expressed our regret that in our present economy there is such a lack of both freedom and enterprise. For thousands of small industrialists and businessmen a free market, as we have always understood it, is almost non-existent." In this connection he urged the elimination of monopolies and cartels.

He said that he supported the Dominion plan of making available a "shelf" of planned public projects ready to meet an unemployment crisis. However, there were a number of government projects which should be put into effect immediately, and this should be done even if it meant diverting labour from the production of "certain consumer goods of low or even doubtful social utility by private industry, to the building of basically sound projects of high social utility by government industry." He declared: "I could mention several projects that in my opinion should win out in a contest for labour and capital—for example, irrigation and power projects

on the prairies, or the construction of a satisfactory highway system across Canada are more important to the development of our nationhood than some gadget that fills little if any basic need." Other projects mentioned by Mr. Douglas in connection with his own province included the construction of hospitals, schools, recreational centres, a medical school, university buildings, agricultural schools, and also mental institutions and farm colonies for mental defectives.

He felt that Dominion-provincial co-operation in the undertaking of socially useful projects was desirable and that "such ventures should not be classified as stop-gaps waiting on the shelf for a depression to occur, but as part of a national plan designed to increase the national well-being." Referring to the physical fitness program and the venereal disease control program as "two typical attempts by the Dominion Government, in co-operation with provincial governments, to meet certain Dominion-wide needs," he said that in each case federal aid represented but a fraction of the actual cost. "Unless the Dominion Government realizes the dynamic nature of such programs, it is fruitless for it to launch them, and then expect the provincial governments to bear the increasingly heavy burden of perpetuating them," he declared.

He urged that agriculture be given a prominent place on the agenda of the Conference as one of the main industries to be considered. "Full employment," he said, "is not the only prerequisite to a high national income. The maintenance of the national income of Canada at a high level is in large part dependent upon keeping agriculture on a sound and remunerative basis. Stability of agricultural income requires that we minimize, in so far as it is humanly possible, violent fluctuations in production and in price levels." In this connection he advocated large-scale irrigation projects in areas affected by periodic drought, the establishment of floor prices, and attention to marketing problems, including the suggestion that the Canadian Wheat Board should function as the sole agency for the marketing of grain and that the speculative market should be abolished.

Mr. Douglas said that his government was prepared to agree to a plan whereby the provinces would surrender income, corporation and succession duty taxes in return for "such fiscal arrangements as will enable the provincial governments to discharge effectively their various responsibilities. We think that this is just and equitable. The Premier of Ontario mentioned this afternoon that fifty per cent of all taxes collected come from the Province

of Ontario, but we must also remember that money collected from taxes in one province may have been earned in another province. Only by pooling the proceeds of these taxes can each province receive its fair share and every person in Canada enjoy a minimum standard of social services, irrespective of where they may happen to reside."

"In surrendering these fields of taxation," he continued, "Saskatchewan would want assurance on the following points:—

"(1) The proposed fiscal arrangements must include safeguards which will ensure to each province sufficient funds to enable it to keep in step with the ever-expanding concept of social services.

"(2) Any tax agreement with the federal government must stipulate that the right of set-off shall not apply; otherwise provincial governments would lose their last vestige of independence and the very subsidies to be paid could be used to intimidate any province which did not do as it was told. Our own experience in this respect indicates the necessity for such safeguards."

Mr. Douglas stated the general principles to which his government subscribed as the basis for discussion at the Conference as follows:

"(1) We believe that social security measures should be raised to a minimum standard across Canada in order that no Canadian shall be penalized or discriminated against because of the geographical area in which he resides. That to us is fundamental.

"(2) The Government of Saskatchewan is prepared to surrender certain fields of taxation in return for fiscal arrangements which will enable it to meet effectively its social and constitutional obligations.

"(3) We believe that the Dominion Government should assume responsibility for social services which do not require extensive supervision, the provincial governments to be responsible for social services involving considerable supervision.

"(4) The Government of Saskatchewan believes that there should be a National Labour Code since at present every province which passes advanced labour legislation is thereby penalized. We are prepared to surrender jurisdiction over a substantial part of the labour field provided we have sufficient guarantee that the labour standards now enjoyed in our province will not be lowered or impaired.

"(5) We believe that no province should be discriminated against because of the political philosophy of the government which people have seen fit to elect.

"(6) We believe that constitutional changes must be effected to ensure effective control over marketing by designated governmental agencies. Without elaborating on so important a matter, it may be said that we believe that the control of marketing should include power to control prices as well as standards.

"(7) The Saskatchewan Government maintains that the Dominion Parliament should have power to implement international treaties or agreements of any nature entered into by the Dominion Government. In view of the fact that many trade agreements and international treaties are contemplated which affect labour, health and the suppression of the narcotic and white slave trade, it is essential that the Dominion Parliament have power to deal effectively with these problems.

"(8) We feel that the British North America Act should be amended to enable the provinces to delegate to the Dominion, legislative jurisdiction with respect to any subject matter within the exclusive jurisdiction of the provinces, and that the Dominion Government be endowed with reciprocal power in this regard.

"(9) The Saskatchewan Government will press for the following changes of the British North America Act:—

- (a) That the British North America Act should henceforth be amended in Canada rather than across the seas.
- (b) That the British North America Act should be revised placing certain fundamental religious, racial and civil liberties in a Bill of Rights, amendable only by the unanimous consent of the provincial legislatures concurrently with the Dominion Parliament.
- (c) That other portions of the Act should be capable of amendment in a simplified manner.
- (d) That all appeals to the Judicial Committee of the Privy Council from the courts of law in Canada should be discontinued.

"We feel that the adoption of these proposals would prevent social progress from being throttled by the dead hand of the past and would enable us to adjust our governmental framework to meet the needs of a new day while at the same time guaranteeing the rights of all minorities and protecting our people from ill-advised or ill-considered innovation."

He said that his government would urge the Conference to consider and adopt the following specific measures:

- (1) Cancellation by the Dominion of all provincial treasury bills held by them in re-

spect of relief and similar obligations. (He said that the fact that the Conference was coming to recognize that the care of employables was a Dominion responsibility should surely point to the necessity for eliminating these treasury bills that were incurred during the period of the depression.)

(2) Assumption by the Dominion of provincial debts, conditional on the provinces surrendering important fields of taxation.

(3) The reduction of tariffs and determined war against monopolies and cartels "as the most effective means of establishing a free market and thereby stimulating trade and industry."

(4) Downward revision and equalization of existing freight rates.

(5) Fullest possible use of the Hudson's Bay Railway as a means of reducing the cost of living in Western Canada and facilitating increased trade.

(6) Financial assistance to municipalities by the loaning of money at low rates of interest by the federal government through the Bank of Canada to assist in municipal reconstruction projects.

(7) Use of the facilities of the Bank of Canada to finance an adequate housing scheme as well as a program of socially-useful projects.

(8) Closer collaboration of the Department of Veterans Affairs with the Departments of Rehabilitation in various provinces.

(9) Grants by the Dominion to the provinces for the purpose of maintaining certain minimum standards of education across Canada.

(10) Decentralization of industry wherever practicable. Encouragement of co-operatives.

(11) Federal assistance in the construction of nationally and internationally important roads of a high standard and in the building of colonization and development roads.

(12) Assistance to agriculture, including adequate marketing facilities and price guarantees, together with technological research and assistance to the farming population.

Hon. E. C. Manning, Premier of Alberta

Asserting the necessity that the jurisdiction and the responsibilities of Dominion and provincial governments be "clearly defined and definitely established", Hon. E. C. Manning, Premier of Alberta, presented a Brief outlining his government's proposals.

He listed ten matters which he considered to be basic requisites to the attainment of harmonious Dominion-provincial relations leading to the establishment of a sound post-war Canadian economy in which it will be possible

for all to enjoy social and economic security with the maximum of individual opportunity.

These were as follows:

(1) Optimum production through the removal of artificial restrictions and by the progressive expansion of industrial and commercial development. "Production cannot be maintained and further expanded," he declared, "unless effective steps are taken to prevent artificial restriction by monopolies, combines and cartels, and unless relief is given from the present system of excessive taxation which depletes individual purchasing power, stifles capital investment, discourages industrial development, and retards economic expansion. Relieved of these restrictive forces and provided with adequate credit facilities, a stable price structure, and freedom from inflationary or deflationary fluctuations, Canada's production not only can be maintained but expanded progressively to provide a steadily increasing volume of goods to raise the standard of living together with the maximum of opportunities for gainful employment for the Canadian people.")

(2) A national income so distributed and sufficient in its aggregate to make possible:

- (a) a secure standard of living for every Canadian citizen;
- (b) the satisfactory distribution of Canada's total production or its equivalent when Canadian goods are exchanged for others through export and import trade.

(3) A practical program of rehabilitation for returned men, including immediate provision for satisfactory low cost homes, and adequate assistance to veterans to facilitate their re-establishment into civilian occupations.

(4) Provision for adequate social services measured in terms of human need and physical possibility rather than in terms of financial costs.

(5) A clear and definite understanding as to the respective fields of jurisdiction and responsibilities as between the Dominion and Provincial Governments.

(6) A fair and equitable adjustment of those factors which have a detrimental or discriminatory effect upon the economy of any part or parts of the Dominion. (Under this heading Mr. Manning included the existing freight rate structure, and selective tariffs which raised the prices of manufactured goods to the detriment of the predominantly agricultural provinces.)

(7) A satisfactory settlement of those major issues in which the provinces have an interest co-equal with the Dominion. (The major matters in this category were taxation and monetary policy, Mr. Manning said.)

(8) Provision to ensure adequate provincial and municipal revenues.

(9) The recognition and preservation of the basic principles of effective democracy. (Speaking on this point Mr. Manning stressed the advantages of decentralization in government in regard to matters not essentially national in scope. He declared: "Any program based on the premise that more power and authority should be centralized under the jurisdiction of the Dominion, is, in the light of experience, unsound in principle and a negation of the basic policy of decentralization which has marked the evolution of the British system of parliamentary government, and which is one of the secrets of unity and strength inherent in the British Commonwealth of Nations.")

(10) The elevation of Canadian public affairs to a new level of statesmanship where the good and welfare of the Canadian people as a whole will be the sole consideration of governments, and where the maximum measure of mutual co-operation and effort will be exercised to that end.

Tracing the course of Dominion-provincial relations since Confederation, Mr. Manning said that as governments were faced with the responsibility of providing more services, their expenditures had increased. Heavy public borrowing created debts which were intensified in the great depression in 1930. Debt incurred by the Dominion during the war was now supplemented by obligations for state insurance schemes, family allowances, subsidies, service pensions, etc., which in the aggregate ultimately may call for an annual expenditure in excess of its entire pre-war tax revenue. The provinces too were faced with the problem of maintaining greatly expanded services.

"Obviously," he said, "the present situation is absurd . . . The whole situation resolves itself down to the one indisputable fact that the major problem confronting all Governments today is primarily financial, and, in so far as provincial and municipal governments are concerned, it is absolutely impossible for them to discharge their post-war responsibilities within the confines of the Constitution and the laws of Canada unless the necessary additional revenue is made available to them.

"It is not a problem of scarcity of resources or of lack of machine power, manpower or ability to transform those resources into every conceivable form of goods necessary to meet the post-war requirements of the Canadian people. It is not a question of physical inability to train men and women in the post-war years to render efficiently every conceivable private and public service necessary to the good and welfare of mankind. History has demonstrated that in times of peace, under our present economy, the factor that limits both the individual's standard of living and the

measure of social and public services provided by the state is financial rather than physical. Until this absurd situation is corrected no amount of reshuffling of our responsibilities or of our inadequate revenues will solve our problems and ensure the people of Canada a post-war economy in which their standard of living and the measure of their social services will be limited only by the aggregate of their material resources and their combined ability to produce the goods and services they require....

"The effective solution to our problem," he declared, "obviously requires a policy that goes far beyond the mere adjustment of our respective responsibilities or the reallocation of our present inadequate sources of public revenue. It lies within the sovereign power of the Dominion Government, through the Bank of Canada, to monetize fully the real wealth of the nation as represented by our abundant national production, and to utilize

the financial credit representing the monetization of that real wealth to supplement the ordinary public revenues of the Dominion and of the Provincial Treasuries.

"Such a monetary policy, operated within adequate scientific safeguards against both inflation and deflation, would enable the Dominion Government to ensure to the provinces adequate revenues to discharge fully their constitutional responsibilities without jeopardizing its own financial position, and would, at the same time, remove the necessity for excessive taxation and the accumulation of further public debt. It would put the Dominion and the Provincial Governments in a financial position to implement adequate programs of post-war rehabilitation and reconstruction, which would raise progressively the standard of living of the Canadian people to the high level which the abundance of our resources and our steadily expanding productive capacity would make physically possible."

Procedure of Conference

During its 5-day opening session the Conference held four plenary meetings which were attended by full delegations and were open to the press and to the public.

The Conference opened with the Prime Minister's address of welcome, which was followed by the replies of the provincial premiers. The proposals of the Dominion Government were read by the cabinet ministers responsible for their preparation, including the Hon. L. S. St. Laurent, Minister of Justice, who acted as Deputy Chairman of the Conference in the absence of the Prime Minister; Hon. J. G. Gardiner, Minister of Agriculture; Hon. Humphrey Mitchell, Minister of Labour; Hon. C. D. Howe, Minister of Reconstruction; Hon. Brooke Claxton, Minister of National Health and Welfare; and Hon. J. L. Ilsley, Minister of Finance.

The provincial premiers then made their presentations, following which a Steering Committee was set up consisting of each of the premiers and of ministers representing the federal government.

The Steering Committee unanimously agreed on setting up a Continuing Co-ordinating Committee consisting of the Prime Minister of Canada and the nine provincial premiers. As explained by the Hon. Mr. St.

Laurent, the functions of this Committee are "to supervise and co-ordinate the work of all continuing committees to be established by the Conference and to recommend the establishment of additional committees as may be thought desirable. It is also charged with considering improved machinery for Dominion-provincial co-operation and to consider all matters not specifically provided for in terms of reference of other committees."

The Co-ordinating Committee decided to set up six sub-conferences to deal with the proposals that had been put forward, as follows:

- (1) Financial Arrangements
- (2) Public Investments
- (3) Social Security
- (4) Agriculture
- (5) Labour
- (6) Housing

It was agreed that the Co-ordinating Committee would meet again in Ottawa on November 26; and that in the meantime each provincial government would study the Dominion proposals and those of other governments, and that further details of the proposals of the respective governments, as they develop from study, would be circulated.

Closing Remarks by the Prime Minister

In adjourning the Conference the Prime Minister thanked the delegations from all the provinces for the spirit in which they had approached the work of the Conference.

"Our deliberations," he declared, "have been happily free of partisan or parochial attitudes;

the eyes of all have been lifted to the horizon. We have sought to examine and discuss the proposals and suggestions which have come before us with an overriding sense of the national interest, and of an interest much wider than the limits of our own country.

"The Dominion Government, I need scarcely say, has been pleased by the acceptance of its proposals as a basis of discussion. We have been anxious to avoid snap judgments or hasty decisions. So far as our proposals go we ask only for their consideration and examination on their merits. We intend to give the same full consideration to the proposals and suggestions of the provinces. We believe all proposals can be improved. It is our earnest hope that the arrangements made for continuing the work of the Conference through the period of adjournment will enable the Co-ordination Committee to re-assemble much closer to the establishment of a stable and an equitable basis of Dominion-provincial relations than Canada has ever had. When the full Conference re-assembles, it is my hope that we shall be in a position speedily to resolve any possible remaining differences, and to conclude agreements which will be of benefit to all. That hope, I know, will be increasingly shared by the people of all the provinces, as the months pass and the alternative to agreement becomes clearer to all.

"We have set our goal for the period of reconstruction and for the future. Our goal is the maintenance, in peace-time, of the high levels of employment and national income attained in war-time; and the use of the high productive capacity we have developed, to bring about a rapid advance in social security and in the standard of living of the people. With that goal all the provincial governments have expressed agreement. Full employment and a high national income in wartime are necessarily largely the result of the policies of the Dominion Government. There has been general agreement with the view that, in peacetime, the maintenance of employment and national income depend upon the policies of the provincial governments, as well as those of the Dominion. We all know, and have all declared, that full success in our aim depends upon co-operation.

"Co-operation towards the maintenance of high levels of employment and national in-

come must be extended far beyond the bounds of our own country. The prosperity and well-being of our country, of every province, and of every municipality depend, in large measure, upon the maintenance and expansion of Canada's international trade. The extent of international trade unfortunately does not lie wholly within our own control; it is affected by the policies of other nations as well. This, however, is true: the effectiveness of our co-operation with other nations in the promotion of trade, and in other ways, depends very largely upon the extent to which our own country is united, strong and prosperous. In other words, the maintenance of Canada's high place in the world, and the promotion of our national interests in world affairs depend upon a sound foundation at home. The cornerstone of that foundation is a harmonious relationship between the Dominion and the provinces.

"It has been said, over and over again, by the heads of all governments present, that nothing should be permitted to interfere with the success of the Conference; that it must not fail. If we should permit it to fail, the richest provinces, as well as the less favoured ones, will assuredly suffer. All the people will be poorer, and the country itself will be weaker. I know there is no need to appeal to all to maintain, throughout the duration of the Conference, the positive and constructive attitude which has so fortunately been in evidence in the preliminary stage of its proceedings.

"With continued harmony and co-operation between the Dominion and the Provinces in the pursuit of common ends, no country can provide greater happiness and welfare to its own people than ours. What is more, working together as one, no people and no country can make a greater contribution to the happiness and to the welfare of humanity than this fortunate land of Canada. I feel I may say on behalf of all, that to the accomplishment of these great aims, we who have the responsibility of government shall continue, as we have begun, to work together until our task has been successfully performed."

Labour Organization in Canada

TRADE union membership in Canada again increased substantially in 1944, although less than in 1943 and 1942. According to the thirty-fourth Annual Report on Labour Organization in Canada for the year ending December 31, 1944, which will soon be released, and may be obtained for 25 cents from the Department of Labour, there were 724,188 members at the end of 1944. This is an increase of 59,655 or 9 per cent over the 664,533 recorded in the previous year and more than twice the membership of 358,967 in 1939. Of an estimated 2,860,000 non-agricultural wage and salary workers, 14 years of age and over, approximately 25 per cent were members of trade unions in Canada at the end of 1944 as compared with 20 per cent in 1943.

The increase in the number of local union branches was 388, from 3,735 in 1943 to 4,123 in 1944. It is noteworthy that the increase in the number of local unions during the past two years is greater than the net increase during the period from 1928 to 1941. Newly organized locals rather than the growth of organizations already established were responsible for a considerable portion of the increased membership in 1944. By far the greatest increase in the number of new local branches was recorded in the services industrial grouping but the metals group also showed a marked increase.

The largest group remains the metal industries, with 26.7 per cent of the total membership, although the rapid war-time expansion of membership in this group was halted during the year. Total union membership in this group decreased 3.1 per cent from 199,487 in 1943 to 193,336 in 1944. The next largest group, steam railways, had 16.7 per cent of the total in all industries in 1944. The increase in this group during the year was 12.1 per cent.

The accompanying tables show the distribution of membership by industrial groupings in 1943 and 1944, the percentage increase (or decrease) in membership in each group during the year, and the 1944 membership classified according to affiliation.

The trend of increasing concentration of trade union membership in the industrialized provinces which have experienced the greatest expansion of factory employment appears to have been impeded during 1944. Membership figures by province and city, being based on reports from local branches, are not complete. The information available indicates, however,

that about 62 per cent of union membership was concentrated in the industrial Provinces of Quebec and Ontario; for 1943 the figure was 65 per cent; for 1942 it was 64 per cent. Of the 4,123 locals, known to be in existence in 1944, more than half, or 2,389 were in these two provinces.

A downward trend was noted in the concentration of union membership in the larger urban centres. This accompanies the contraction in employment resulting from the reduction of production schedules in large-scale war industries. Toronto and Montreal, the two leading centres of industry and population, together had 501 or 12 per cent of all local unions in Canada, representing 155,344 or 25 per cent of the members of local unions reported in 1944. Largest decreases in union members were 21,904 for Montreal; 8,056 for Toronto; 4,242 for Halifax; and 3,650 for Windsor.

The Report contains a brief historical statement and shows the membership, the names of the officers, and the affiliated unions of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour.

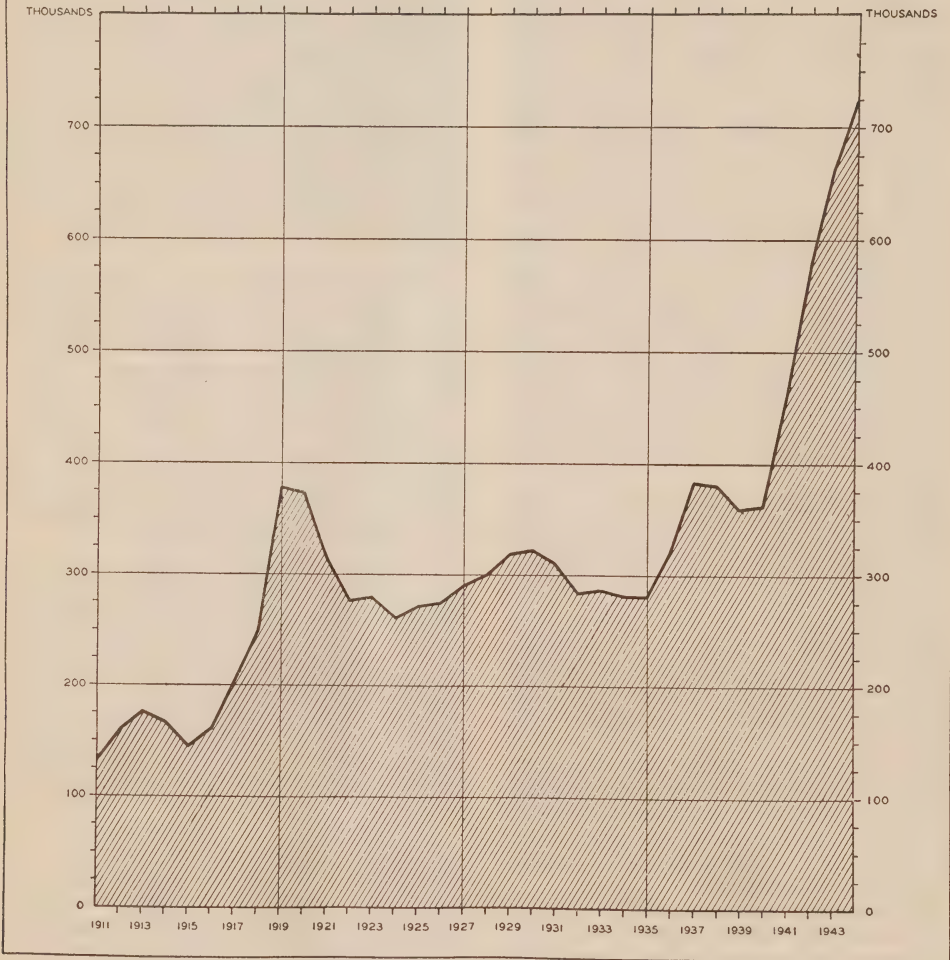
For each national and international union are shown the membership, the number and location of their branches and the name and address of the secretary. In the case of an international union, the names and addresses of the Canadian officers are given.

In addition, there are included lists of provincial federations, local labour councils, federations of unions in allied trades or industries, district union councils, and railroad brotherhood committees, with the names and addresses of their presidents and secretaries. Some notes are included concerning the nature, functions, and interrelationships of the constituent parts of the framework of labour organizations. A section of the Report deals with the labour press.

Also, the Report gives information concerning female membership; benefits paid by headquarters of national and international unions on behalf of Canadian members; teachers' associations; and other organizations of public employees, including those employed by the Dominion, provincial and municipal governments.

The accompanying chart shows the growth of trade union membership in Canada since 1911.

TRADE UNION MEMBERSHIP IN CANADA
1911 - 1944



**DISTRIBUTION OF TRADE UNION MEMBERSHIP BY MAIN INDUSTRIAL GROUPS 1943 AND 1944 AND
THE PERCENTAGE INCREASE IN 1944 OVER 1943**

Industry Group	1943		1944		Percentage change 1944 over 1943
	Member- ship	Per cent of total	Member- ship	Per cent of total	
Mining and Quarrying.....	36,825	5.5	38,601	5.3	+ 4.8
Metals.....	199,487	30.0	193,336	26.7	- 3.1
Construction.....	60,084	9.0	57,501	8.0	- 5.9
Light, Heat and Power.....	7,918	1.2	9,300	1.3	+17.5
Wood and Wood Products.....	38,689	5.8	48,941	6.7	+26.5
Printing and Publishing.....	10,579	1.6	12,212	1.7	+15.4
Steam Railway Transportation.....	108,128	16.4	121,245	16.7	+12.1
Other Transportation.....	40,823	6.1	45,236	6.2	+10.8
Services.....	57,484	8.7	70,675	9.8	+22.9
Clothing, Footwear.....	37,563	5.6	39,592	5.5	+ 5.4
Textiles.....	18,084	2.7	27,996	3.9	+54.8
Foods.....	19,183	2.9	28,737	4.0	+49.8
All Other Industries.....	29,686	4.5	30,816	4.2	+ 3.9
Totals.....	664,533	100.0	724,188	100.0	+ 9.0

UNION MEMBERSHIP AND LOCAL UNIONS IN CANADA CLASSIFIED BY AFFILIATION, 1944

Affiliation	No. of Branches	Member- ship
Trades and Labour Congress of Canada.....	2,274	284,732
American Federation of Labour ⁽¹⁾	29	9,516
Canadian Congress of Labour.....	894	272,146
Congress of Industrial Organization ⁽²⁾	5	159
Canadian and Catholic Confederation of Labour.....	296	74,624
International Railway Brotherhoods (Independent).....	366	36,147
Canadian Federation of Labour.....	1	220
Unaffiliated National and International Unions.....	199	35,433
Unaffiliated Local Unions.....	59	11,211
Totals.....	4,123	724,188

(1) These comprise international unions affiliated with the A.F. of L. in the United States, the Canadian branches of which are not affiliated with the Trades and Labour Congress of Canada. The 40 local or federal unions with 7,115 members, which received their charters directly from the A.F. of L., have been included under the Trades and Labour Congress in the table as they are affiliated with that body.

(2) These comprise international unions affiliated with the C.I.O. in the United States, the Canadian branches of which are not affiliated with the Canadian Congress of Labour.

Decisions of National War Labour Board

DURING the month of August the National War Labour Board issued decisions in the following cases:—

V. Evan Gray, K.C., Toronto, Ontario.

Dominion Woollens and Worsteds, Limited, Toronto, Ontario.

Alberta Nitrogen Products Limited, Calgary, Alta., and International Union of Mine, Mill and Smelter Workers, Local 690.

Norman Laboratories Limited, Vancouver, B.C.

Moose Jaw Co-operative Society, Limited, and the Moose Jaw Wholesale and Retail Workers' Union.

Ford Motor Company of Canada, Limited, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 200.

Consolidated Optical Company, Limited, Belleville, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 426.

John T. Hepburn, Limited, Toronto, Ont., and United Steelworkers of America, Locals 3335 and 3358.

The McKinnon Industries Limited, St. Catharines, Ont., and United Automobile, Aircraft

and Agricultural Implement Workers of America, Local 199.

Fahralloy Canada Limited, Orillia, Ont., and United Electrical, Radio and Machine Workers of America, Local 511.

Canada Electric Castings Limited, Orillia, Ont., and United Electrical, Radio and Machine Workers of America, Local 511.

Campbell Soup Company, Limited, New Toronto, Ont.

Norton Company, Niagara Falls, Ont., and International Chemical Workers' Union, Local 154.

Canadian Automotive Trim, Limited, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195.

Canadian Automotive Trim, Limited, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America.

Kelsey Wheel Company, Limited, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195.

Chow Gooley, Prince Rupert, B.C.

Picard Candy (Saskatchewan) Limited, Regina, Sask., and Hotel and Restaurant Employees and Beverage Dispensers' Local 829.

Re: V. Evan Gray, K.C., Toronto, Ont.

Reasons for Decision

In this case the employer-appellant applied to the Regional War Labour Board for Ontario for permission to increase, for the year 1945, the wage rate of his stenographer-secretary, by an amount equal to ten per cent of the amount by which the gross income of the employer exceeds a certain figure for the year. The employer proposes that the increase to the employee shall not exceed \$500 for the year.

The Regional Board refused the application by decision dated May 4, 1945 on the ground that the proposed increase was a voluntary bonus and that the Board was precluded by Section 26 of the Wartime Wages Control Order, 1943, from approving the application. From that decision the employer now appeals.

With much respect, it is our view that what the employer is seeking in effect is permission to establish a rate to be calculated on the aforementioned basis in conjunction with the weekly time rate of \$30.60. The application therefore falls within 20 (1) (c) (v) of the said Order.

Clause (c) aforesaid imposes upon the Board the duty of ascertaining whether the proposal under consideration is fair and reasonable and is consistent with and will give effect to the purposes of the Order.

What is fair and reasonable in this case may only be determined from a study of the duties and responsibilities of the employee concerned. The statement of duties and responsibilities shows that the employee devotes considerable of her time to work

usually done by a junior solicitor or law clerk. She has assumed some of the duties formerly done by a Junior Solicitor now in the armed forces. In the circumstances it would appear to be fair and reasonable that the employee should receive additional remuneration to compensate her for the extra duties assumed.

The method by which the employee's wage rate is to be increased will not make it

necessary for the employer to increase the price of his services, consequently the principle of maintenance of stability in prices, the main purpose of the Order, will not be violated by an approval of the application.

The appeal should be allowed and the application authorized.

Finding and Direction will issue accordingly.

August 3, 1945.

Re: Dominion Woollens & Worsteds, Limited, Toronto, Ont.

Reasons for Decision

This is an appeal by the Company from a Finding and Direction of the Regional War Labour Board for Ontario, dated May 22, 1945.

By the said Finding and Direction, the Regional War Labour Board declined to approve salary increases proposed by the Company for its "Chief Accountant" and its "Senior Male Accountant". Leave to appeal to this Board was granted by the Regional Board.

The salary of the "Chief Accountant" is in excess of \$250 per month. Section 15 (1) of Wartime Wages Control Order, 1943, provides in effect that whenever a person is in receipt of a salary of \$250 or more per month, he shall be presumed to be above the rank of foreman or comparable rank, unless the nature of his duties and responsibilities and his relationship to other employees indicate

clearly that he is not above the said rank. We have always considered that the applicant, in any case such as this, must rebut or remove the presumption above referred to. We have come to the conclusion that the presumption has not been removed and, accordingly, it will be necessary to declare the "Chief Accountant" to be above the rank of foreman and subject to the Wartime Salaries Order, P.C. 1549.

In the case of the "Senior Male Accountant", the presumption above referred to does not arise and the incumbent falls within the Wartime Wages Control Order, 1943. We have come to the conclusion that the Company has succeeded in showing that its application for the increase to the "Senior Male Accountant" can be approved under Section 20 (1) (a) of the Order.

Finding and Direction will issue accordingly.

August 3, 1945.

Re: Alberta Nitrogen Products Limited, Calgary, Alta., and International Union of Mine, Mill and Smelter Workers, Local 690

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for Alberta dated February 28, 1945, refusing its application for wage increases for five occupational classifications: labourers, janitors, warehousemen, truck drivers and caterpillar tractor operators.

The Union submits that the rates to these classifications should compare with the rates paid by chemical plants located at Trail, B.C. and Niagara Falls, Ontario, to similar classifications. As these classifications involve unskilled and semi-skilled labour which is not directly connected with the operating processes of the plant, we believe the Regional Board was justified in dealing with the application on the basis of local comparisons for such type of labour, having in mind the wage structure of the company.

The Union further submits that, considering distance from employment and hazards of occupation, the rates paid by the respondent to the classifications mentioned are lower than those paid by industries in the Calgary district.

There was a finding of the Regional Board that there was no "gross inequality or gross injustice in the wages presently being paid" and after careful perusal of the Union's well documented brief, we cannot but conclude that we are unable to reverse that finding. However, there does appear to be some doubt as to whether there is not established for labourers a range of rates of 63 to 68 cents and we believe that the question may be left for determination by the Regional Board, at the request of either party, under Section 28 (c) of P.C. 9384. Otherwise, the appeal must be dismissed.

August 8, 1945.

Re: Norman Laboratories Limited, Vancouver, B.C.

Reasons for Decision

This is an application for leave to appeal and an appeal from a decision of the Regional Board for British Columbia dated May 18, 1945 refusing an application for permission to increase the rate of salary of the Company's managing director from \$1,800 to \$3,600 per annum.

The incumbent of the classification is evidently above the rank of foreman, but his present salary being less than \$250 per month, he falls under the jurisdiction of the War Labour Board and P.C. 9384.

The Company began its operations in 1940 and has been expanding its volume of business

from year to year. We assume from a reading of the material filed that the managing director is devoting his entire time to the Company's affairs.

On the basis of the figures submitted, we are of opinion that a salary at the rate of \$250 per month (\$3,000 per annum) is justified and we allow the appeal to that extent.

The incumbent is also declared to be above the rank of foreman and will be governed henceforth by the Wartime Salaries Order, P.C. 9298.

Finding and Direction accordingly.

August 8, 1945.

Re: Moose Jaw Co-operative Society, Limited, and the Moose Jaw Wholesale and Retail Workers' Union

Reasons for Decision

This is an appeal, by the Society and the Union jointly, from a decision of the War Labour Board for Saskatchewan dated April 26, 1945 whereby that Board dealt with the following clause in a collective agreement:

Article 5 (2). All hours of work, other than those designated in clause one of this article (specifying the regular hours of work and the working days—totalling 42½ hours per week) shall be considered as overtime hours, and shall be paid for at the rate of one and one-half times the regular rate with the proviso that overtime shall not be payable until 6.10 p.m. on Wednesdays during weeks in which there is a statutory holiday.

The Regional Board refused approval of time and one-half for overtime but permitted payment on a pro-rata basis.

The Regional Board found that the majority of the employees affected were receiving weekly rates and were paid for statutory holidays not worked. It appears also in the material that the Regional Board, in considering other applications, has adhered to pro-rata rates for overtime work in retail and wholesale establishments.

Our opinion is that the Regional Board has exercised properly the discretion referred to in the concluding words of paragraph (c) of section 20 (1) of the Wartime Wages Control Order, 1943 (P.C. 9384) and the appeal must be dismissed.

August 10, 1945.

Re: Ford Motor Company of Canada, Limited, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 200

Reasons for Decision

This appeal is by the Union from a decision of the Regional Board for Ontario dated February 26, 1945 denying an application for reclassification and wage adjustments for factory clerks and foundry laboratory workers. Leave to appeal was granted by the Regional Board.

The effect of the application would be to increase the hourly rate for clerks by 5 and 10 cents and for laboratory workers by 10 cents and in a few instances by 25 cents.

The hourly wage structure of the Company was approved by the Regional Board on July 16, 1943 following an exhaustive study by a special tripartite wage review committee. Some of the clerks were included in the survey but

other factory clerical classifications not represented by the Union at that time, and the laboratory workers, were not included. But whether these employees were or were not included in the wage survey, it is important that the equilibrium established in the company's wage structure be preserved.

From the material it appears that it was on this basis and on the finding that there was no "gross inequality or gross injustice" in the current rates, that the Regional Board arrived at its decision.

After careful consideration of the evidence, this Board has come to the conclusion that the decision in appeal must be sustained and the appeal dismissed.

August 15, 1945.

Re: Consolidated Optical Company, Limited, Belleville, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 426

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for Ontario, dated February 27, 1945, by which, on the application of the Union, the Company was directed to pay its hourly rated employees a night shift premium of 5 cents per hour effective from December 6, 1944. Leave to appeal was granted by the Regional Board on April 27, 1945.

It is established that a premium for night work was a condition of work forming part of the basic scale of wage rates paid on Novem-

ber 15, 1941. In view of the provisions of the present governing Order, P.C. 9384, and of its predecessor the Wartime Wages Control Order, P.C. 5963 (section 23 (1)) we are of the opinion that the decision of the Regional Board was correct and the appeal will, therefore, be dismissed.

The Finding and Direction will provide that the premium is to be paid for work performed between the hours of 6 p.m. and 5.30 a.m. and that it shall not be added to the regular rate when calculating overtime pay.

August 14, 1945.

Re: John T. Hepburn, Limited, Toronto, Ont., and United Steelworkers of America, Locals 3335 and 3358

Reasons for Decision

This is a joint appeal by the Union and the Company from a decision of the Regional War Labour Board for Ontario dated April 19, 1945 refusing their joint application for wage increases except in the case of one classification.

The appeal seeks to have this Board allow the increases on the ground of comparison with rates paid by certain other engineering

and steel fabrication industries located in Toronto.

The Regional Board, we assume, were familiar with this information and also with the type of work being done in the various plants.

We can find no basis upon which the decision of the Regional Board could be interfered with and we dismiss the appeal.

August 14, 1945.

Re: The McKinnon Industries Limited, St. Catharines, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 199

Reasons for Decision

This appeal is from an Ontario Board decision dated March 7, 1945, whereby the Union's application for wage increases to the foundry classifications was refused except as to machine and squeeze moulders, coremakers and core-setters who were awarded a 5 cents increase in their guaranteed rate.

The Union appeals requesting a direction implementing its application and the Company cross-appeals in respect of the increases awarded to the three classifications just mentioned.

The main contention in support of the appeal is that the rates in this foundry should be brought up to the level prevailing in some of the automotive foundries located in the Windsor area. We have dealt with similar

applications for equalization in many cases; it will suffice to refer to this Board's decision in the General Motors case (L.G., May 1945, p. 657) as expressive of our view of what is meant by the terms of the Order in Council (P.C. 9384) creating the war labour boards and placing upon them the duty of stabilizing the wage structure in Canada.

On the basis of local comparisons the Ontario Board could find no "gross inequality" and the rates themselves were not considered to be "grossly" unjust by that Board, except, presumably, as to the three classifications above mentioned. We can find no sound basis upon which to disturb the decision under appeal and there will be a finding and direction dismissing the appeal and the cross-appeal.

August 16, 1945.

Re: Fahralloy Canada Limited, Orillia, Ont., and United Electrical, Radio and Machine Workers of America, Local 511

Reasons for Decision

This is an appeal by the Union and a cross appeal by the Company from a Finding and Direction of the Ontario Regional Board dated March 21, 1945 which dismissed an application for a general wage increase, except in the case of common labour where a range from 49 to 54 cents was directed, and established overtime pay at time and one-half after 48 hours.

The Union submits that its application should have been allowed to the extent it was allowed in the Canada Electric Castings Limited case. It is obvious that the two decisions are inconsistent and that both cannot be upheld. The Regional Board found that this Company was paying rates which were in line with community rates in industry and in our opinion its decision in this case should not be disturbed.

On March 29, 1945 the Company wrote to the Regional Board as follows:

With regard to Wages for Common Labour, you direct a range of rates of 49c to 54c per hour, with any adjustments that are made being effective from the 6th day

of November, 1944. In order to meet this we intend to have a starting rate of Labour of 49c, with an automatic increase, after six months' Seniority, to 51c, and with a further increase to 54c, after twelve months' Seniority. These increases will be effective from the date on which the Worker obtains his Seniority, or November 6th, 1944, whichever is the later date.

Approval is now given to this suggestion for the upgrading within the range.

The Company cross-appeals with respect to overtime pay for watchmen and as to the effective date (March 1, 1945) of the decision establishing overtime pay. It contends that the effective date should not be earlier than the decision directing payment of a penalty rate for overtime work, because otherwise an unfair penalty is imposed upon an employer. Following our decision in the Ingersoll Machine and Tool Company case (L.G., April 1945, p. 470), that part of the finding and direction will be effective with the first pay period commencing on or after March 21, 1945. The cross-appeal is allowed to that extent.

Findings and Directions accordingly.

August 20, 1945.

Re: Canada Electric Castings Limited, Orillia, Ont., and United Electrical, Radio and Machine Workers of America, Local 511

Reasons for Decision

The Company applies for leave to appeal from a decision of the Regional War Labour Board for Ontario dated May 17, 1945 generally increasing rates in its steel castings foundry and, in particular, increasing the rate for common labour from 49 to 54 cents per hour.

On February 14, 1945 the Regional Board had rendered a decision to the same effect, but listing the occupational classifications somewhat differently. The Company, by letter dated March 5, 1945, requested an interview with the Board and indicated, perhaps without technical precision, an intention to reserve its right of appeal. The Regional Board received further submissions on the question of rates as well as on classifications and rendered the decision of May 17, 1945 varying its former decision with respect to classifications and also, though only slightly, in the matter of rates. It was fully and ably argued by the Union's representative that no appeal could be taken on the question of rates because of lapse of time since the deci-

sion of February 14, 1945. The Board takes the view that the decision of May 17, 1945 re-opened the entire case from the point of view of appeal and the application to this Board having been made in accordance with section 11 (1) (b) of P.C. 9384, we cannot give effect to the Union's objection and leave is granted.

As to the merits, we see no need to deal with the facts at any length, because we have come to the conclusion that the rates in this foundry should be kept in line with those paid the steel castings foundry of Fahralloy Canada Limited, also located in Orillia. By a decision issued concurrently this Board is sustaining the Ontario Board's decision in the Fahralloy case and as a consequence we shall allow this appeal, subject to the establishment of a range from 49 to 54 cents for common labour, effective from November 5, 1944 and subject to the conditions approved in the Fahralloy case.

Finding and Direction will issue accordingly.

August 20, 1945.

Re: Campbell Soup Company, Limited, New Toronto, Ont.**Reasons for Decision**

In this case the Company applied to the Regional War Labour Board for Ontario for authority to establish the occupational classification of "Foreman of Guards and Watchmen" and to pay the incumbent in that position within a range of from \$40 to \$60 a week. The Regional Board in its decision of April 5, 1945, authorized a range of from \$40 to \$45 per week with overtime at pro-rata rate after 55 hours per week. From that decision the Company now appeals, leave to appeal having been granted by the Regional Board.

The main argument on the appeal is that the maximum of the range authorized by the Regional Board does not permit the em-

ployer to establish a differential in rates between that of the employee in question and the employees being supervised. The evidence submitted supports such argument. Moreover, it is shown that the duties and responsibilities of the employee concerned include supervision over the Company's plant protection system, fire protective equipment, etc.

In order that the employer may establish a reasonable wage differential, and also compensate the employee for the added duties assigned to him, we are of the opinion that the range requested for the said occupational classification is justified and that the application should have been allowed. A Finding and Direction will issue accordingly.

August 20, 1945.

Re: Norton Company, Niagara Falls, Ont., and International Chemical Workers' Union, Local 154**Reasons for Decision**

This is a joint appeal by the Company and the Union from Finding and Direction of the Regional War Labour Board for Ontario dated June 15, 1945. The parties requested the Regional Board to authorize two weeks vacation with pay for those employees of the Company who had been in the continuous service of the Company for five years or longer. The Regional Board declined to approve the application but granted leave to appeal to this Board.

The Company's present vacation with pay plan provides employees with less than five years' service with one week's vacation with

pay, and for those employees with five years or more service, an additional day's pay for each year of service in excess of five. The maximum vacation with pay period under the present plan is two weeks after ten or more years of service.

A survey of the Niagara Falls district reveals that at least four other employers comparable to the appellant company herein have vacation with pay plans in the precise terms herein applied for.

The appeal should be allowed and the joint application should be authorized.

Finding and Direction will issue accordingly.

August 20, 1945.

Re: Canadian Automotive Trim, Limited, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195**Reasons for Decision**

An appeal by the Union from a decision of the Regional War Labour Board for Ontario dated March 19, 1945, refusing its application for a 5-cent increase in the rate of female employees in the sewing and assembling departments. Leave to appeal was granted by the Regional Board.

The basis for the application was restoration of rates (70 cents and 60 cents) paid by the Chrysler plant in 1938 when it discontinued the manufacture of interior trimming for automobiles and the work was undertaken

by the respondent company. In the war period, the company has been engaged in making various types of tarpaulin products.

We agree with the Regional Board that, under wage control, the rates paid by this Company are not to be governed by what the Chrysler plant paid in 1938.

There is no evidence of the existence of either a "gross inequality" or a "gross injustice" in the current rates and we shall confirm the decision of the Regional Board and dismiss the appeal.

August 23, 1945.

Re: Canadian Automotive Trim, Limited, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America

Reasons for Decision

An appeal by the Union from a decision of the Regional War Labour Board for Ontario dated April 10, 1945, refusing its application for a direction to pay overtime at time and one-half after 44 hours per week. Leave to appeal was granted by the Regional Board.

At present and for some time past the Company has been alternating its schedule of working hours per week from 40 hours to 48 hours, so that over a period of four weeks the average weekly hours worked is 44. This arrangement is stated by the Company to

have been arrived at following an understanding with its employees. There is no rule, however, established or provided by the collective labour agreement dated November 1, 1943, for the compensation of overtime work. The Company states that it will be forced to establish a continuous 44-hour week, if the application were granted.

The question presented by this appeal appears to us to be one for further collective bargaining.

We think the appeal should be dismissed.

August 23, 1945.

Re: Kelsey Wheel Company, Limited, Windsor, Ont., and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195

Reasons for Decision

This appeal is by the Union from a decision of the Ontario Regional Board dated April 10, 1945, dismissing its application for a direction to the Company to pay at the rate of time and one-half for all hours worked on Saturdays. Leave to appeal was granted by the Regional Board.

Under an arrangement made with the Union in 1937, the normal working hours are 9 per day and 45 per week. The overtime schedule provides for payment at time and one-half for all time over the said number of hours and for work on Sundays and statutory holidays. However, the agreement also provides that in the computation of the weekly hours for purposes of overtime pay, credit is not to be taken for hours not worked because

of the occurrence of a statutory holiday. It is this latter provision which the Union sought, in effect, to have deleted from the existing schedule.

The Regional Board disposed of the application upon the following basis:—

The Regional War Labour Board for Ontario has come to the conclusion that the Union has not satisfied the onus placed upon it as the applicant under the Wartime Wages Control Order that the current method of computing and paying a premium rate for overtime or for work performed on Sundays and Statutory Holidays is not fair and reasonable to the employees involved and therefore should be changed.

We are in agreement with the view taken by the Regional Board and the appeal must be dismissed.

August 23, 1945.

Re: Chow Gooley, Prince Rupert, B.C.

Reasons for Decision

The appellant operates as an independent contractor the Dry Dock and Staff House Commissaries at Prince Rupert, B.C. When he took over the operation of the establishment on August 16, 1944, he continued the services of the employees of his predecessor at the same rates of pay.

It was subsequently disclosed that some of the wage rates paid by the employer had not been authorized by the Regional War Labour Board for British Columbia. The employer then applied for authorization. The Regional Board found that the wage rates being paid by the employer could not be approved under Wartime Wages Control Order 1943, and accordingly, and with effect from August 23,

1945, directed wage rates which in the opinion of that Board were proper rates in the circumstances. On July 19, 1945, the Regional Board issued its Finding and Direction giving formal effect to its decision. The employer now applies for leave to appeal from that Finding and Direction, leave having been refused by the British Columbia Board.

In view of a prior decision of the British Columbia Board in the matter of rates for waitresses, we think leave to appeal must be granted. It is shown that on December 21, 1943, the Regional Board by Finding and Direction directed the appellant's predecessor to pay waitresses at the rate of \$110 per month plus the mandatory cost of living bonus. The Regional Board thereby established a rate for

waitresses in this establishment which the appellant should be authorized to pay. The rate for waitresses should therefore be \$114.10 per month.

The next occupational classification for consideration is the dishwasher. It is fairly well established that employees in this occupational classification should have a slightly higher rate than that provided for waitresses.

Accordingly a rate of \$124.10 per month should be authorized.

We are of the opinion that the rates which the Regional Board directed the employer to pay for all other occupational classifications mentioned in its Finding and Direction should be confirmed.

There will be a Finding and Direction accordingly.

August 22, 1945.

Re: Picardy Candy (Saskatchewan) Limited, Regina, Sask., and Hotel and Restaurant Employees and Beverage Dispensers' Local 829

Reasons for Decision

In this case the Union applied to the Regional War Labour Board for Saskatchewan for a direction that the employer increase wage rates, pay punitive rates for overtime, supply free meals and adjust the vacation with pay plan, for and to its retail store and lunch counter employees in Regina. On May 18, 1945 the Regional Board issued its decision directing the employer to make certain adjustments in wage rates but not to the extent requested by the Union. Later the Regional Board was asked to reconsider its previous decision and also to consider the request of the Union in respect of the working conditions. The decision of the Regional Board arising from its reconsideration of the case is dated June 1, 1945. By that later decision the Regional Board directed that the employer's previously existing vacation with pay plan and *prorata* basis of paying overtime after 48 hours should be continued.

From the said decisions the Union now appeals, leave having been granted by the Regional Board.

After reading the appellant's brief and rebuttal herein, we must come to the conclusion that there is not sufficient evidence that the Regional Board erred in its decision in the matter both of wage rates and of working conditions. The Saskatchewan Board felt that the higher rates requested would have a disruptive effect upon the rates paid by similar employers.

The Regional Board also found that it was not the established practice in this type of employment in the Regina area to pay punitive rates for overtime and here again the appellants failed to show that the Regional Board erred in its finding.

The employer's vacation with pay plan now in effect is more generous than any plan directed heretofore by a war labour board and the general run of such plans.

We can find no sound basis upon which to disturb the decision under appeal and there will be a Finding and Direction dismissing the appeal.

August 31, 1945.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

The articles on strikes and lockouts, formerly included in this section, may be found elsewhere in this issue.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for one day during the month of August. During the month the Board received 11 applications, issued three certificates designating bargaining representatives, allowed the withdrawal of one application, ordered a representation vote and gave decisions in five appeal cases.

Certificates Issued

Following an investigation of the applications by Officers of the Board, bargaining representatives were certified in the under-noted cases.

- (1) Messrs. H. A. Chappell, F. Walmark, C. Henderson and the Canadian Brotherhood of Railway Employees and Other Transport Workers for bus-drivers, truck drivers, mechanics, office clerks and coach cleaners employed by the *Canadian National Transportation*

Limited (Lakehead Area) Port Arthur, Ontario.

- (2) Messrs. W. F. Mills, A. K. Took, C. R. Berry and the Canadian Airline Despatchers' Association for flight-control officers and flight-control assistants of *Trans-Canada Airlines*. Excluded from the scope of the bargaining unit were all flight-control supervisors together with flight-control personnel assigned to the Canadian Government Trans-Atlantic Air Service.

Following an investigation and the taking of a representation vote ordered by the Board, bargaining representatives were certified in the following case.

- (1) Messrs. G. Clifford and F. P. Donovan and the Brotherhood of Maintenance of Way Employees for carpenters employed as graindoor repairmen by the *Canadian National Railways at its Lakehead Terminal.*

Representation Vote Ordered

Following consideration of an application for certification of bargaining representatives submitted by Local 1432 of the International Brotherhood of Electrical Workers, the Board ordered that a representation vote be taken among the plant workers, meter readers and outside maintenance workers employed by the Maritime Electric Company Limited, Charlottetown, P.E.I., for the purpose of determining the agency through which the employees wish to bargain collectively with their employer. Excluded from the vote were office employees (other than meter readers), superintendents or foremen and outside casual construction workers.

Application Withdrawn

Amalgamated Association of Street Railway and Motor Coach Employees of America, District No. 1374 and Western Canadian Greyhound Lines Limited, Calgary, Alta. (operating in the four Western provinces) (L.G. August, 1945). Following rejection of an earlier application by the Board, the Association submitted a new application to the Wartime Labour Relations Board (National). Upon request from the Amalgamated Association of Street Railway and Motor Coach Employees of America, District No. 1374, this application has now been withdrawn.

Applications Under Investigation

1. International Union of Mine, Mill and Smelter Workers on behalf of Moulders and Coremakers employed by the Riverside Iron Works Limited, Calgary, Alberta.

2. American Communication Association, Local 11 on behalf of Linesmen employed by the Western Union Telegraph Company (Canadian Section, Lake Division, Ontario) New York, N.Y.

3. Brotherhood of Railroad Trainmen No. 613 on behalf of Switching Crews at Ogden Point Docks, Victoria, B.C.

4. Canadian Seamen's Union on behalf of the unlicensed personnel employed on S.S. "Cyclo Brave" of the S.S. Cyclo Brave Limited, Montreal, P.Q.

5. Canadian Seamen's Union on behalf of the unlicensed crew members in deck, engine room and stewards' departments on all vessels operated by the Marpole Towing Company Limited, Vancouver, B.C.

6. Canadian Seamen's Union on behalf of the unlicensed crew members in deck, engine room and stewards' departments on all vessels operated by the Pacific Coyle Navigation Company Limited, Vancouver, B.C.

7. Canadian Seamen's Union on behalf of the unlicensed personnel employed on S.S. "Britamoil" of Britamoil Limited, Halifax, N.S.

8. Canadian Seamen's Union on behalf of the unlicensed personnel employed on the S.S. "Britamette" of Britamette Limited, Halifax, N.S.

9. Canadian Seamen's Union on behalf of the unlicensed personnel employed on the S.S. "Britamoco" of Britamoco Limited, Halifax, N.S.

10. Canadian Seamen's Union on behalf of unlicensed personnel on S.S. "Britamlube" of Britamlube Limited, Halifax, N.S.

11. Canadian Seamen's Union on behalf of the unlicensed personnel employed on the S.S. "Britamlene" of Britamlene Limited, Halifax, N.S.

Decision of Board in Appeal Cases

(1) The Wartime Labour Relations Board (National) rendered its decision with respect to the appeal of General Motors of Canada Limited, Oshawa, Ontario, against a decision of the Ontario Labour Relations Board to include certain classifications of office employees in the bargaining unit for which Local 222. United Automobile Workers of America had applied.

The appeal was pursuant to an application for certification of bargaining representatives for office workers of General Motors of Canada Limited, Oshawa, Ontario, made by Local 222 U.A.W., to the Ontario Labour Relations Board. The Company appealed the Ontario Board's decision to the National Board disputing the inclusion of some 134 positions in the bargaining unit.

Following further investigation of the duties and responsibilities of the disputed classifications by an officer of the National Board, the Board decided to dismiss the appeal with respect to the following positions: secretaries to buyers in the purchasing department; supervisors in the accounting department; draughtsmen; tool designers; designers; specification men; telephone operators and mailing clerks. It allowed the appeal with respect to chief specification clerk in the purchasing department; assistant supervisor of girls in the purchasing department; secretaries to the general foremen in the truck and commercial shipping department; assistant supervisors of parts; secretary to parts billing supervisor; section supervisors and supervisors, assistant billing supervisors, factory pay supervisor and assistant section supervisor in the accounting department; supervisor of blue prints and

supervisor of blue print filing girls in the engineering department; assistant supervisors of records in the export department; production engineer; dynamometer test engineers; employees in the paymaster department; employees in the central ledger department and employees in the statistical foreign exchange department.

Reasons for judgment in this case were not issued by the Board.

(2) In the case of Sitka Spruce Lumber Workers' Union (A.U.C.) leave to appeal was not granted. The appeal was to the National Board from a ruling of the Minister of Labour for British Columbia of May 14, 1945. It was refused on the grounds that the appellant had not complied with the time limit contained in Section 7 of the Board's Regulations.

(3) The D. R. Clarke Engine Limited, Toronto, was refused leave to appeal to the National Board from a decision of the Ontario Labour Relations Boards of February 14, 1945. The reason given was that the appeal could not be entertained since it could not be made within the time limit provided in Section 7 of the Regulations of the Board.

The Board issued reasons for judgment in the following cases:

(4) Amalgamated Clothing Workers of America, Local 459, appellant, and the

Northern Shirt Company, the Royal Garment Manufacturing Company, the Canadian Garment Manufacturing Company and United Garment Workers of America, Local 35, respondent.

(5) Canadian Bakery Workers' Union, Local No. 1 (C.C.L.), appellant, and the Honey-suckle Bakeries Limited, Winnipeg, Manitoba.

The texts of the Board's reasons for judgment in the above two cases appear below:

Resignation of Mr. Rene Harmegnies

At the session of the Wartime Labour Relations Board held on August 14, Mr. A. H. Brown, Vice-Chairman and Acting Chairman, reported that Mr. Rene Harmegnies, representing the Canadian and Catholic Confederation of Labour, had tendered his resignation as a member of the Board because of ill health. The Board, in expressing its regret at the departure of Mr. Harmegnies, paid tribute to his public service while a member of the Board and also expressed the hope for a rapid improvement in his health. Mr. Gerard Picard, General Secretary of the Canadian and Catholic Confederation of Labour has been appointed to fill the vacancy occasioned by the resignation of Mr. Harmegnies.

Between: Amalgamated Clothing Workers of America, Local 459, Petitioner Appellant, and Northern Shirt Company, Ltd., Winnipeg, and Canadian Garment Mfg., Company, Ltd., Winnipeg, and Royal Garment Mfg., Company, Ltd., Winnipeg, Respondents, and United Garment Workers of America, Local 35 (Intervener) Respondent.

The Board consisted of the Vice-Chairman, Mr. A. H. Brown, Messrs. Best, Complin, D'Aoust, Harmegnies, Hills, Mosher and Taylor.

Reasons for Judgment

The judgment of the Board was delivered by the Vice-Chairman.

These are three appeals from decisions of the Manitoba Wartime Labour Relations Board rejecting applications of the appellant union for certification of bargaining representatives for employees of the Northern Shirt Company, Limited, Canadian Garment Manufacturing Company, Limited, and Royal Garment Manufacturing Company, Limited, of Winnipeg, Manitoba. All three appeals were argued together. In the case of each application, the Manitoba Board found that the appellant union had not—in making application for certification—acted with the authority of a majority of the affected employees as required by the Regulations.

The record of proceedings before the Manitoba Board clearly substantiates this finding and the finding was not seriously contested in the argument before this Board.

Under the usual practice followed under the Regulations, this finding would have been sufficient to dispose of the applications. However, due apparently to the circumstance that these applications were dealt with by the Manitoba Board at the same time as a considerable number of other applications by the appellant for certification of bargaining representatives covering employees of the great majority of employers in the garment industry in Winnipeg and as one part of a general understanding between the interested parties, the Manitoba Board states that the appellant union and the intervener union were permitted to campaign for further support among the employees affected by each application, up to April 18, 1945, and the Manitoba Board agreed to accept in the case of each application additional authorizations of employees

in favour of the appellant filed with the Board up to April 18, 1945, inclusive, as evidence of the authority of the appellant union to appoint bargaining representatives. The Manitoba Board found, however, that even with the additional authorizations so filed the appellant had not, in the case of any of the three applications, the support of the majority of the employees affected and that Board rejected the applications accordingly. The record of the proceedings before the Manitoba Board substantiates this finding.

The appellant contends, however, that the understanding referred to above was not as stated by the Manitoba Board and that in fact the arrangement made permitted the rival unions to campaign for support for a week after April 18, 1945, that the effect thereof was that the earlier applications should be treated as new applications after the filing of the further authorizations obtained during such extended period and that consequent thereon the Manitoba Board should have received and taken into consideration the authorizations in favour of the appellant obtained during such extended period and up to the date of the final disposition of the applications by that Board.

The respondents contend that the action of the Manitoba Board in refusing to consider authorizations filed with the Board after April 18, was in accordance with the understanding between the interested parties as accepted by the Board.

Evidently to the extent that the appellant was allowed to improve its position and file evidence thereof after the date of the filing of the applications for certification with the Manitoba Board this arrangement, which in our opinion is not contemplated by the Regulations, was made possible only by leave of the Manitoba Board following upon the concurrence of the interested parties. In these circumstances, apart from the discrepancy of opinion between the parties as to the exact terms of the arrangement, we are of opinion that we should accept the ruling made by the Manitoba Board not to receive further evidence of support submitted by the appellant after April 18, 1945.

In view of the above, the appeals taken from the decision of the Manitoba Board rejecting the applications for certification of bargaining representatives filed by the appellant on behalf of the employees of each of the Northern Shirt Company Ltd., the Canadian Garment Mfg., Co., Ltd., and the Royal Garment Mfg., Co., Ltd., are *Dismissed*.

The appellant further appeals against the decision of the Manitoba Board in respect of

each application imposing certain restrictions in point of time on the further appointment of bargaining representatives on behalf of the employees affected by the present applications and on the filing of further applications with the Manitoba Board by the appellant union or any other person seeking certification of bargaining representatives on behalf of such employees.

The decision of this Board in the Wright Hargreaves and Sylvanite Case (D.L.S. 7-542) was cited by the Manitoba Board as authority for the issue of these directions.

In the Wright Hargreaves and Sylvanite case cited above, this Board is outlining certain rules of procedure which it proposed to follow in dealing with applications for certification, said that where such procedure as had been outlined therein was followed and the application had been rejected, a further application for certification by the same union should not be entertained until a period of six months thereafter had elapsed. This Board did not suggest therein, however, any restriction in point of time should be placed on the election of bargaining representatives by employees as such election is governed by the provisions of sections 5 and 9 of the Wartime Labour Relations Regulations. Neither was it suggested therein that such proposed restriction on the consideration of a further application would apply save with respect to a further application by the same union. Moreover, although the rule as worded therein is possibly susceptible of a wider construction, this Board had in view at the time the rule was laid down that it should apply where the application was rejected after the taking of a vote rather than in all cases where the application was rejected irrespective of whether or not a vote had been taken. Due to the variety of circumstances which may be involved in the rejection of an application for certification prior to the taking of a vote, this Board has refrained from extending the application of the six months' rule to all cases where the application has been rejected.

In view of the misunderstanding by the Manitoba Board as to the scope of the procedure included in the Reasons for Judgment in the Wright Hargreaves and Sylvanite case, which is not applicable to the facts in this case, we are of the opinion that the orders of that Board made in respect of each of the three applications involved in these appeals should be varied by striking out therefrom the directions placing restrictions in point of time upon the election of new bargaining representatives on behalf of the employees affected by the present applications and upon

the filing of new applications for certification of bargaining representatives on behalf of such employees by the appellant or any other person and so order.

(Sgd.) A. H. BROWN,
for the Wartime Labour Relations Board
(National)

**Between: Canadian Bakery Workers' Union, Local No. 1 (C.C.L.)
(Petitioner), Appellant and Honeysuckle Bakeries Limited,
Winnipeg, Man., Respondent.**

The Board consisted of the Vice-Chairman, Mr. A. H. Brown, and Messrs. Best, Complin, D'Aoust, Hills, Harmegnies, Mosher and Taylor.

Reasons for Judgment

Leave having been granted, this is an appeal from a decision of the Manitoba Wartime Labour Relations Board rejecting the application for certification of the appellant. The Manitoba Board determined that there were 39 persons affected by the application, including one person on sick leave with pay for a considerable period and one unnaturalized Japanese, and rejected the application because it did not have the support of a majority of the employees affected. The investigation of the application made by the Manitoba Board revealed that 19 persons (approximately 50 per cent of the unit) supported by the application.

If a very narrow view of the purpose of the Wartime Labour Relations Regulations, P.C. 1003, is taken, it can be argued that the decision of the Manitoba Board was a proper one in accordance with Section 5 of the Regulations. However, there are present in this case, in our opinion, very good reasons why the decision of the Manitoba Board should be set aside and clearer evidence obtained as to the support given to the application by the employees affected.

The Order which this Board administers is for the purpose of certifying bargaining representatives, and any reasonable doubt that may exist, following the making of and the investigation of an application, should not act so as to circumvent or stultify the intent of the Regulations. This Board has acted on this principle many times in the past in refusing to certify without a vote applicants possessing *prima facie* evidence of the support of as much as 70 per cent of the employees affected. This action has been taken where other evidence revealed that a doubt existed as to the majority enjoyed by the applicant. In the case under Judgment, the appellant has the support of approximately 50 per cent of the employees and in addition, alleges that the

J. L. Cohen, Esq., K.C., Joseph Nelson, Esq., Sol. Spivak, Esq., for Petitioner Appellant; M. J. Finkelstein, Esq., K.C., for Respondents; Emily Ross, J. A. Sullivan, Esq., A. E. Heming, Esq., for Intervener Respondent.

Dated at Ottawa, August 14, 1945.

employer has practised discrimination to discourage union activity and organization of the employees.

We are of the opinion that, in order to properly fulfil the intent of the Regulations, a vote of the employees should be taken whenever there is any reasonable doubt as to the wishes of the employees as regards bargaining representatives or as to discrimination being practised. Therefore, it is our decision in this case that a vote should be taken of the employees, on the basis of the bargaining unit determined by the Manitoba Board, to clarify the doubt regarding the support given by the employees to the application.

The appeal is therefore allowed.

(Sgd.) A. R. MOSHER,
(Sgd.) J. A. D'Aoust,
(Sgd.) WM. L. BEST,
(Sgd.) R. HARMEGNIES,

Dated at Ottawa, August 9, 1945.

Reasons for Dissenting Opinion

The applicant's appeal was based on two grounds, namely,

- (a) that the number of employees established by the Manitoba Board as the bargaining unit included employees which the Union contended should have been excluded from consideration.
- (b) that there had been unfair interference on the part of the employer.

We believe that the Manitoba Board correctly established the number of employees in the bargaining unit, and in this we understood our associates on this Board concur. Consequently, under normal circumstances, an appeal based only on this ground should fail. As to (b), in our opinion such ground has validity, in cases where a majority support of employees has not been secured, only when it can be definitely proven that an act or acts of the employer adversely affected the support given to the union to the extent that majority support would have accrued had such act or acts not taken place.

The applicant did not provide proof that the support of employees was adversely affected by the circulation of a petition opposing representation by the applicant; nor did it provide proof that statements allegedly made by the employer to two named employees who had been prominent in union organization (one had been duly elected as a representative) had been made or constituted interference. On the contrary, the employer filed with this Board sworn affidavits from the two employees in which each of these employees denied that the statements attributed to the employer by the applicant had in fact been made.

Such a body as the Wartime Labour Relations Board must be governed by sworn statements, by whomever made, as opposed to allegations and opinions. To depart from this principle would be at variance with the rules of evidence and would stultify a Board's ability to arrive at the facts. We cannot find any circumstances in this case which justify this Board ordering that a vote be taken.

(Sgd.) E. R. COMPLIN,

(Sgd.) A. J. HILLS,

(Sgd.) H. TAYLOR.

Dated at Ottawa, August 9, 1945.

Conciliation Proceedings Under The Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is established by the Minister of Labour forthwith. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Board Reports Received

During August reports were received from six Boards of Conciliation:—

Concerning Canadian Rogers Sheet Metal and Roofing Limited, Winnipeg, Manitoba, and Local 3228, United Steelworkers of America.

Concerning Frost and Wood Company Limited, Plant No. 1, Smiths Falls, Ontario, and United Steelworkers of America, Local 3140.

Concerning Guelph Stove Company, Guelph, Ontario, and Local 3305, United Steelworkers of America.

Concerning John Inglis Company Limited (Ordnance Division) Toronto, Ontario, and Local 2900, United Steelworkers of America.

Concerning York Knitting Mills Limited (Knitting Division) Toronto, Ontario, and National Union of Textile Workers, Local No. 4.

Concerning Joseph Stokes Rubber Co., Ltd., Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America.

The texts of these board reports will be found at the conclusion of this article.

Boards Fully Constituted

During August seven Boards of Conciliation were fully constituted:—

Aluminum Company of Canada Limited, Shawinigan Falls, Quebec.—The Board of Conciliation established to deal with a dispute between the Aluminum Company of Canada Limited, Shawinigan Falls, P.Q. and the Syndicat National des Employes de L'Aluminium Incorporated, was fully constituted on August 13 with the appointment of Honourable Judge O. L. Boulanger, Quebec, P.Q. as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation of the other two members of the Board. Mr. Walter A. Merrill, K.C., Montreal, P.Q. and Mr. Alex Bastien, Shawinigan Falls, P.Q., were appointed on the nomination of the employer and employees respectively.

Canadian Car & Foundry Company Limited (Aircraft Division) Fort William, Ontario.—The Board of Conciliation established to deal with a dispute between the Canadian Car & Foundry Company Limited (Aircraft Division) Fort William, Ontario, and International Association of Machinists, Aircraft Lodge No. 719, was fully constituted on August 9 with the appointment of Judge A. H. Dowler, Port

Arthur, Ontario as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation of the other two members of the Board. Mr. O. M. Gunderson, Port Arthur, Ontario and Mr. Alex Anderson, Fort William, Ontario, were appointed on the nomination of the employer and employees respectively.

Fahralloy Corporation Canada Limited, Orillia, Ontario.—The Board of Conciliation established to deal with a dispute between the Fahralloy Corporation Canada Limited, Orillia, Ontario, and the United Electrical Radio & Machine Workers of America, Local 511, was fully constituted on August 29 with the appointment of Dr. Alexander Brady, Toronto, Ontario, as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. William Sefton, Toronto, Ontario, and Mr. D. Q. Patmore, Orillia, Ontario, were appointed on the nomination of employer and employees respectively.

Fairfield & Son Limited, Winnipeg, Manitoba.—The Board of Conciliation established to deal with a dispute between Fairfield & Son Limited, Winnipeg, Manitoba, and the Amalgamated Clothing Workers of America, Local 459, was fully constituted on August 24, with the appointment of Mr. E. Dawson, General Manager, Burns & Company, Toronto, as Chairman of the Board on the joint recommendation of the two members of the Board. Mr. S. E. Mclean, Winnipeg, Manitoba, and Mrs. Carrie Gray, Winnipeg, Manitoba, were appointed on the nomination of employer and employees respectively.

Pioneer Gold Mines of British Columbia Limited, Pioneer, B.C.—The Board of Conciliation established to deal with a dispute between the Pioneer Gold Mines of British Columbia Limited, Pioneer, B.C., and Pioneer Miners' Union, Local 693, was fully constituted on August 28, with the appointment of Mr. J. N. Finlayson, Vancouver, B.C. as Chairman of the Board, who was appointed by the Minister of Labour in the absence of joint recommendation of the two other members of the Board. Messrs. R. L. Norman and Malcolm MacLeod both of Vancouver, B.C. were appointed on the nomination of the employer and employees respectively.

Nineteen Retail Stores, Winnipeg, Manitoba.—The Board of Conciliation established to deal with a dispute between the Nineteen Retail Stores, Winnipeg, Manitoba (Oretzski's Dept. Store, Wolch's Dept. Store, Adrienne Styles, Atkinson's Limited, Claires Limited,

Clifford's Ladies Wear, Co'Ed Ladies Wear, Dales Ladies Ready to Wear, Delmar's Ladies Ready to Wear, Helene's Ladies Apparel, Grayson's, Nu-Mode Dress Shoppe, Lido Ladies Apparel, John Pollock, Toronto Ladies Ready to Wear, State Shoe Store, Stroller Shoe Store, Surprise Shoe Store. Varsity Shoppe, Winnipeg, Manitoba) and Retail Clerks' International Protective Association was fully constituted on August 25 with the appointment of Honourable Judge J. A. K. Dysart, Winnipeg, Manitoba, as Chairman of the Board on the joint recommendation of the other two members of the Board. Messrs. R. C. McCuthan and A. Bricker both of Winnipeg were appointed on the nomination of employer and employees respectively.

Thermoid Mould & Tool Works, Limited, Welland, Ontario.—The Board of Conciliation established to deal with a dispute between Thermoid Mould & Tool Works, Limited, Welland, Ontario, and Local 523, United Electrical, Radio and Machine Workers of America was fully constituted on August 22, with the appointment of Dr. Alexander Brady, Toronto, Ontario, as Chairman of the Board on the joint recommendation of the other two members of the Board. Mr. Murton A. Seymour, St. Catharines, Ontario, and Dr. Harvey G. Forster, Welland, Ontario, were appointed on the nomination of employer and employees respectively.

Atkins Stage Lines Limited, Chilliwack, B.C.—The Board of Conciliation established to deal with a dispute between Atkins Stage Lines Limited, Chilliwack, B.C., and Division 101, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America was fully constituted on August 29 with the appointment of Mr. J. Howard Harman, Victoria, B.C. as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Messrs. Alan M. Russell and John Ross both of Vancouver, were appointed on the nomination of the employer and employees respectively. (Mr. John Ross is replacing Mr. R. K. Gervin who was not able to proceed as employees' nominee.)

Boards Established

During August three Boards of Conciliation were established but not fully constituted:—

Concerning Perfect Circle Company Limited, Leaside, Ontario, and United Steelworkers of America, Local 2729.

Concerning Sunshine Waterloo Company, Limited, Waterloo, Ontario and United Steelworkers of America, Local 3292.

Concerning Auto Specialty Manufacturing Company (Canada), Limited, Windsor, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from Conciliation Officers indicating the successful conclusion of negotiations and signing of an agreement:—

Concerning Anglo-Canadian Wire Rope Company, Limited, Montreal, P.Q., and International Association of Machinists, Lodge 1288—R. Trepanier, Conciliation Officer.

Concerning Canadian Carborundum Company, Niagara Falls, Ontario, and Local 819, International Union, Mines, Mill and Smelter Workers—J. P. Nicol, Conciliation Officer.

Concerning Canadian Top & Body Corporation, Tilbury, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO)—J. P. Nicol, Conciliation Officer.

Concerning Falconbridge Nickel Mines, Falconbridge, Ontario, and Sudbury Mine, Mill and Smelter Workers Union, Local 598—William Dunn, Conciliation Officer.

Assignment of Conciliation Officers

Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Concerning Brown's Bread Limited, Toronto, Ontario, and Factory Bakers Union, Local 264—F. J. Ainsborough, Conciliation Officer.

Concerning Brown's Bread Limited, Toronto, Ontario, and Bakery Wagon Drivers Union, Local 847—F. J. Ainsborough, Conciliation Officer.

Concerning Canadian Pacific Railway Company (Island Coal Dock) Fort William, Ontario, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express & Station Employees—H. S. Johnstone, Conciliation Officer.

Concerning Carrier & Freres, Limited, Shawinigan Falls, P.Q., and National Syndicate

of Transport & Other Workers—R. Trepanier, Conciliation Officer.

Concerning Consumers' Co-operative Refineries Limited, Regina, Saskatchewan, and Oil Workers Industrial Union, Local No. 1—H. S. Johnstone, Conciliation Officer.

Concerning Messrs. John T. Harrison & Sons Company, Limited, Owen Sound, and National Union of Furniture Workers, Local No. 1—Joseph Hutcheon, Conciliation Officer.

Concerning Keenan Woodenware Limited, Owen Sound, Ontario, and National Union of Woodworkers, Local No. 5—F. J. Ainsborough, Conciliation Officer.

Concerning Marvens Limited, Moncton, N.B., and United Packinghouse Workers of America, Local No. 302—H. R. Pettigrove, Conciliation Officer.

Concerning Mic-Mac Mines Limited, Noranda, P.Q., and Malartic Mine & Mill Worker's Union, Local No. 696—L. Pepin, Conciliation Officer.

Concerning National Harbours Board (Cold Storage), Montreal, P.Q., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees—B. Wilson, Conciliation Officer.

Concerning Park Steamships Limited, Montreal, P.Q., and Division 159, Commercial Telegraphers' Union—R. Trepanier, Conciliation Officer.

Concerning Benedict Proctor Manufacturing Company, Trenton, Ontario, and International Jewellery Workers' Union, Local No. 44—H. Perkins, Conciliation Officer.

Concerning Onward Manufacturing Company, Kitchener, Ontario, and International Association of Machinists, Local 1719—H. Perkins, Conciliation Officer.

Concerning Seven Retail Stores, Glace Bay, N.S., Local No. 1, Wholesale, Retail and Distribution Workers' Union—H. R. Pettigrove, Conciliation Officer.

Concerning Robson Leather Company, Limited, Oshawa, Ontario, and International Fur and Leather Workers' Union, Local 205—H. Perkins, Conciliation Officer.

Concerning Sunshine Waterloo Company, Limited, Waterloo, Ontario, and International Association of Machinists, Local 1719—H. Perkins, Conciliation Officer.

Report of Board in Dispute Between Canadian Rogers Sheet Metal and Roofing, Limited, Winnipeg, Man., and Local 3228, United Steelworkers of America

On August 16 the Minister of Labour received the Reports of the Board of Conciliation in the above case, a report being received from each of the three members.

The personnel of the Board was as follows: His Honour Judge A. R. Macdonell, Chairman, appointed on the joint recommendation of the other two members of the Board,

Messrs. L. J. Reyeraft, K.C., and George Stapleton, appointed on the nomination of the employer and employees respectively.

The text of the Board's reports was as follows:—

Report of Board

In the matter of Wartime Labour Regulations P.C. 1003 and of a dispute between Canadian Rogers Sheet Metal & Roofing Ltd. and United Steel Workers of America, Local 3228.

HON. HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa.

SIR:

The Board of Conciliation appointed by you has investigated the above dispute and now has the honour of submitting its report.

Upon convening in Winnipeg, the Board found a preliminary objection raised by the employer, viz., one of lack of jurisdiction on the part of the Board to deal with the matters in dispute between the parties. This preliminary objection was strenuously opposed by the employees as being without foundation. Written arguments were filed at the same time on other actual points in dispute, viz.,

- (1) Union shop;
- (2) Voluntary maintenance of membership;
- (3) Voluntary check off; and subsequently rebuttals were also filed.

In regard to the objection as to the jurisdiction, the Board unanimously feels that it has the authority and jurisdiction to hear these disputes for the reasons as set out more particularly in the LABOUR GAZETTE of January, 1944, p. 51, *re* Goodyear Tire & Rubber dispute on p. 52. The provisions of the Act briefly are, the Minister may establish a Board if satisfied the provisions of the Act apply, and the Board once being established is deemed to be authorized by and to be in accordance with the provisions of the Act. This Board, having been so established, it is not for us to enquire into or to dispute the discretion of the Minister.

The actual points in dispute are:—

(1) and (2) The Union shop and the voluntary maintenance of membership clauses. These two were dealt with very fully by both employer and employee but no particularly new argument was developed on either side. One point among others brought out by the Company was the fact this was a new union and that the employees who had worked for them for many years would be forced to join this union or be discharged. I feel without going unnecessarily further into the arguments on both sides, that the time has not yet arrived or that relationships have developed

to such an extent that these clauses should be included in the present agreement.

(3) The question of voluntary check-off was also dealt with. The Union feels that this would be of assistance in allowing more time for the betterment of conditions and improvement of relationship generally between all parties.

While not expressing any particular preference for closed or union shop or maintenance of membership, voluntary or otherwise, considering all the facts laid before me, I believe that it is in the best interests of both employer and employee, under the circumstances, to have a voluntary check-off clause in the agreement. It is appreciated, of course, that any recommendation by the Board is not binding upon either party.

The Company has been in business for years. It would seem to have a reasonably good labour record but is naturally suspicious of anything which may appear to interfere with the management of its business, but at the same time, seems willing to meet the Union half way. The Union itself, being newly formed, is also not quite sure of its position and is in much the same position as the Company.

Any agreement which is being completed now is good for one year. During that year the Company will be in a position to observe the workings of the Union, and vice versa, and with actual good will and a reasonable amount of give and take, the present suspicions on the part of both should evaporate, leaving relationships such that no dispute of any importance need arise during the coming years.

I suggest the form of voluntary check-off clause should be approximately as follows:

"I,, being an employee of at and a member of local..... of the of America, hereby authorize and direct..... to deduct monthly on the first payday of each calendar month from any earnings accumulated to my credit the sum of \$..... this being the amount of my monthly dues to Local..... of the..... of America.

I further authorize..... to pay the amounts so deducted to the Financial Secretary of the Union, whose receipt therefor shall constitute a good and sufficient discharge to..... for the amounts so deducted from my earnings.

I reserve the right to cancel this authorization at any time on 15 days' notice to..... and agree that if it is so cancelled it may not be again renewed until after the expiration of a further 15-day period."

All of which is respectfully submitted.

(Sgd.) A. R. MACDONELL,
Chairman Conciliation Board.

Winnipeg, Manitoba.
August 7, 1945.

Report of George Stapleton, Member

In the matter of Wartime Labour Regulations P.C. 1003 and of a dispute between Canadian Rogers Sheet Metal & Roofing Ltd. and United Steel Workers of America, Local 3228.

HON. HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa.

SIR:

The Board of Conciliation appointed by you has investigated the above dispute and now has the honour of submitting its report.

Upon convening in Winnipeg, the Board found a preliminary objection raised by the employer, viz., one of lack of jurisdiction on the part of the Board to deal with the matters in dispute between the parties. This preliminary objection was strenuously opposed by the employees as being without foundation. Written arguments were filed at the same time on other actual points in dispute, viz.,

- (1) Union shop;
- (2) Voluntary maintenance of membership;
- (3) Voluntary check-off; and subsequently rebuttals were also filed.

In regard to the objection as to the jurisdiction, the Board unanimously feels that it had the authority and jurisdiction to hear these disputes, and acted accordingly.

These were dealt with very fully by both employer and employee and I disagree with other Board members that new argument was not developed on the above matters.

The employer based his argument that this was a new Union and that the employees who had worked for them for many years would be forced to join this Union or be discharged. This is the same position taken by the Board members. I cannot see this argument because—the Union presented evidence that it has been in existence prior to April 24, 1944 and was certified on June 7, 1944. This establishes that the Union has been in existence and functioning for a period of a year or more.

The employer did not present any evidence to the effect that the Union has worked any hardship on the Company or was irresponsible Union during that time.

As to the employees of long standing who would be forced to join the Union or be discharged, the employer presented no facts or records of how many if any were involved, and I am of the firm opinion that all trusted old employees are members of the Union if not the employer would have presented a much stronger case.

Exhibit B evidence filed with the Board established the fact that the employer at one stage of negotiations submitted to the Union a maintenance of union membership in a proposed employer agreement, and for no apparent reason in later negotiations this was withdrawn. This singular act by the employer to offer a union shop clause to the Union establishes the fact that the Union was a responsible body and that the employer had some confidence in it and is contrary to argument later presented.

Furthermore it is my firm conviction that the other Board members have not brought in a recommendation in line with the evidence presented by both parties. My position is that the Union be granted a union shop and check-off and that the employer immediately recognize the fact that the workers are entitled to such under our present Labour Code.

Respectfully submitted.

(Sgd.) GEORGE STAPLETON,
Member of Conciliation Board.

Report of L. J. Reyecraft, Member

In the matter of the Canadian Rogers Sheet Metal and Roofing Company, Limited, and Local 3228 United Steelworkers of America and the Wartime Labour Relations Regulations.

In this submission The Canadian Rogers Sheet Metal and Roofing Company, Limited, shall be referred to as "The Company" and the Local Union 3228 United Steelworkers of America shall be referred to as "The Union."

What this Board is asked to pass upon is confined to three items. Agreement, I understand, has been reached between the parties covering Rates of Wages, Conditions of Employment, etc.

The Union asks that there be included in the Agreement with the Company clauses providing for a "Union Shop," "Maintenance of Membership" and for a "Voluntary Check-off."

There is but little difference between a "Closed Shop" and a "Union Shop." A closed shop agreement is an agreement where the Employer agrees to hire *only* persons who *are* members of a Union, and requires them to maintain their Union membership as a condition of employment. A Union Shop Agreement is an agreement where the Employer agrees that all persons who are employed must within a specified time, after being employed, become Union members and must remain members as a condition of employment. In a Closed Shop the employee must be a Union member before he is employed. In a Union

Shop he may be employed although he is not a Union member but he must become a member of a Union within some specified time after being employed. Thirty days is the time usually named within which the Employee must become a Union member.

The Company in the case under consideration by this Board has been in business in Winnipeg for about 30 years. It employs approximately 58 men of whom about 31 will be affected by the matter under consideration. There are two or three other firms engaged in business similar to that of The Canadian Rogers Sheet Metal and Roofing Company that do a large amount of business and there are a great many small firms which have a small outturn. Until a short time ago the Company had no Union Wage Agreement. More recently, however, (I believe within the present year) an Agreement has been negotiated. An account of these negotiations is given in the brief submitted by Mr. March on behalf of the Union.

It is submitted by the Union that the Company should agree to sign an agreement in which there would be "Union Shop", "Maintenance of Membership" and "Voluntary Check-off" provisions because it is contended that the inclusion of such provisions would assist the Union to obtain a guarantee of security as to its continued existence and to insure regularity of income.

In my judgment it may be fairly contended that the inclusion of these provisions might assist the Union in the ways suggested. I am not convinced, however, that that is any sound argument or reason why those provisions should be included. To include such provisions in a wage agreement gives a very free hand and very great control to Union officials. It may be of some advantage to the Union officials to have these provisions inserted but it would be a decided disadvantage to the Company. If the Union is a good thing, if its affairs are efficiently and reasonably managed, it should and will have a continued existence and if its finances are wisely and economically administered, a regularity of income may reasonably be expected. Should the Company be asked to agree to conditions which deal with the inner affairs of the Union, that have to do with its continuance and finances, even though it may be to its disadvantage and possibly even to the disadvantage of the Employees themselves? I repeat, if the Union is a good thing and if its affairs are well handled, it will continue. It should not, however, be walled about by this and that condition to enable it to continue even though it proved to be a hindrance and a mistake. The Company should not be compelled to assist the Union in its work and endeavours and to contribute to the expense of the Union's operations.

The second reason advanced by Mr. March is twofold. The provisions asked for should be included in the Wage Agreement because,

- (a) it is alleged that it would eliminate friction and discord between Union and non-Union employees.
- (b) it would compel employees receiving the benefits of collective bargaining carried on by the Union to pay their proper share of the costs for benefits received.

These contentions, if examined, in a large measure defeat themselves. The manner in which it is suggested friction could be eliminated and discord banished is to compel those who do not agree to either agree or get out. This is not an effective, wise, fair or democratic way to deal with matters of this kind.

The second part of clause 2 in the Union's contention is to the effect that all persons should be compelled to join the Union because they may receive some benefits by so doing, and that if they receive some benefits they should be compelled to pay for same. The same idea of compulsion comes into this contention. In my judgment, to compel the Company to agree to "Union Shop", "Maintenance of Membership" and/or "Voluntary Check-off" clauses would be an attempt to remedy an alleged defect by creating a far greater one.

The Union seeks the membership of its employees to strengthen its position so that its objective may be successfully reached. It differs from other Associations of a similar nature in that it seeks to compel all those who may in some slight way be benefited to join. In addition it now seeks the Company's active assistance in its program of coercion. The Union should be the guardian of its own security and the watch-dog of its own treasury. It is no secret what the purpose of the Union is in its unceasing endeavours to get these so-called Union Security clauses in these agreements. These clauses, with the others included in what are called Union Security provisions, place in the hands of Union officials a very great deal of power. They make the position of the Unions almost invulnerable.

The Closed Shop does not create productive efficiency. In my judgment the statement said to be made by a prominent Union Official that the inclusion of these provisions makes the position of the Unions invulnerable is true.

It is further contended by the Union that the Company should be compelled to sign an agreement containing these clauses because it is alleged that it would permit the Union to devote its full time, energy and resources to fundamental problems of employer-employee relations by saving time spent on the collection of dues and maintaining membership and

also by allaying the feeling of members of the Union, that until the Company recognizes Union membership as a condition of employment, the Union must still struggle for existence, which feeling has in some cases led to periodic, and frequently unnecessary, demands upon employer in order to prove a Union's strength to non-members.

The Union has abundance of time, energy and resources to give to what is called fundamental problems of Employer-Employee relations. It is contended that time would be saved by having someone else go to the trouble, expense and use of his time to do the Union's work of collection of dues. If it is in the interests of anybody to maintain membership, I assume it is in the interests of the Unions; membership should not be obtained by compulsion. If membership should be maintained by the Union, it should be maintained by continuing to prove its worth and only then. It is not or will not be in the interests of either party to have membership maintained on any other basis.

There may be some members of the Union who, unless the club of compulsion is handed to them, fear their Union will struggle for existence. In all probability there are others, in addition to very many of the public, who are equally anxious that none of the provisions requested should be granted. I cannot accept this contention at its face value. Surely we all know the purpose of the application to have these clauses included in this Wage Agreement.

It is further contended that the introduction of "Union Shop", "Maintenance of Membership" and "Voluntary Check-off" provisions would assure employees that the Company is impartial as between Union and non-Union men. In my judgment, it would do no such thing. The man who is in favour with his employer is the man who is efficient and interested in his work. The question of whether he is a Union or non-Union man is not a factor.

The Company feels that it is entitled to assure itself that, if it is necessary for it to deal with its employees through a union local, such union is responsible and led by men of integrity, experience and ability. Normally this situation can only develop over a period of time to the extent that it is necessary to establish a feeling of confidence in the union. This right will be lost if the "Check-off" followed by the Union Shop is forced upon the Company. A combination of the "Check-off" and "Maintenance of Membership" and/or the Union Shop leads to union self-perpetuation. Once the leaders have established that set-up they may continue to control industry, no matter how unreasonable or harmful such leadership may become. The employer has no

means whatever of remedying the situation, and it along with other employers is faced with a complete domination of industrial relations by the union which achieves its ultimate objective in the way of "Union Security."

Under our existing laws the unions have no financial responsibility nor corporate existence, and it would be comparatively easy for an irresponsible union to cause irreparable damage to an employer without any possibility of recourse from the union. The Company feels that power without responsibility is too dangerous to justify the placing in the hands of a union such a potent weapon as the "Union Shop", "Check-off" and "Maintenance of Membership" provisions. We are informed that in no case is any competitor of the Company in Greater Winnipeg operating under an agreement containing the "Union Shop", "Check-off" and/or "Maintenance of Membership" provisions. There are a number of men who have worked for the Company for many years; some are opposed to the suggested Union Shop; some feel strongly about the matter. They are most valuable men; they could resign and find employment in their line elsewhere. The Company would be inconvenienced and suffer loss thereby.

The only conclusion at which I can arrive is that the Company should not in any way be compelled to insert in an agreement with its employees or their representatives the terms or provisions known as "Union Shop", "Check-off" and/or "Maintenance of Membership" provisions. I will put my reasons for so deciding (even if there is some repetition in doing so) briefly and consecutively.

(a) The Union has made no submission that in my judgment forms any sound reason why its request should be granted.

(b) It would be a mistake for the Union, for the Company, and for the nation generally to force the inclusion of the suggested conditions in any agreement between the Company and the Union or between the Company and its Employees. Labour Organizations should be strong and should carry on their business in an efficient manner. This should be done without forcing unwilling members into Unions. The Hon. Humphrey Mitchell has said as follows: "I do not believe in compulsory co-operation. This is fundamental and I cannot change my ground on that."

(c) Labour Organizations must prove their worth. To compel any employee to join a Union, whether it is efficient or not, is wrong in principle and in practice. It would be just as fair and logical to compel men to join some church and contribute to its support. Membership in a church it may well be contended is good for the member and for the community. The Union should be willing to be judged by its accomplishments and not seek to further its ends by coercion.

(d) An industry or a business under "Union Shop", "Maintenance of Membership" and/or "Check-off" agreement is a law unto itself. The Employer cannot dismiss an Employee without

cause. The Union can discharge a man from the Union to which he may belong for many reasons which have no relation to the employer or to his business. In such a case the one time employee is out of work and unless he can find some non-union firm that can give him employment he is without work and without hope of getting work.

(e) Friction and discord are not eliminated by coercion or by subversive measures. It is absolutely necessary that there should be the opportunity for criticism and for suggestions. The Union is seeking to destroy this opportunity.

(f) There is no other shop manufacturing the same or similar products in Greater Winnipeg which is operating under a "Union Shop", "Maintenance of Membership" and/or "Check-off" agreement.

(g) Every employee should have liberty of choice in his Union affiliations, if any, without compulsion from anyone.

(h) I am convinced that Union or Closed Shops have not contributed to harmony in local industries.

(i) Union Shops do not increase plant efficiency or increase production, but the contrary is the case.

(j) The argument of the Union that the will of the majority should rule implies under their proposal that the rights of the minority should be eliminated.

It has been contended by Mr. Laidlaw, on behalf of the Company, that this Board has no jurisdiction to make any recommendations on the issues of Union Shop, Maintenance of Membership and Check-off provisions. He contends that these matters do not come within the meaning of the words "other working conditions" and refers to section 2 (1) (d) of The Wartime Labour Relations Regulations and contends that the words "other working conditions" are not broad enough to include matters which do not relate wholly and exclusively to the relationship of employer and employee.

I have considered the contention as fully as I can and am of the opinion that were it

not for the decision of the Goodyear Tire and Rubber Company of Canada, Limited (LABOUR GAZETTE of January 1944, page 52) and the reasons given therein, I would be inclined to give effect to Mr. Laidlaw's contention. The Minister of Labour is satisfied that the provisions of the Act apply. The Board is therefore the creature of the Minister and we should not attempt to review his decision.

I have had the advantage of seeing the draft report of the Chairman of the Board. It indicates that he is of the opinion that the Union's demand or application for a "Union Shop" and for "Maintenance of Membership" conditions or provisions in the Agreement being negotiated by or on behalf of the Employer and Employees should not be granted. He however is of the opinion that the "Check-off" provision asked for by the Employees or the Union should be granted and made a provision of the Agreement between the parties.

For the reasons given by the Chairman in his report and for other reasons which I have mentioned, I agree with the Chairman's conclusions so far as the "Union Shop" and "Maintenance of Membership" provisions are concerned.

With great respect, however, I am unable to agree with him in the conclusion at which he has arrived so far as the "Check-off" provision is concerned, and submit it should not be forced on the Company.

Respectfully submitted,

(Sgd.) L. J. REYCRAFT,

Member of Conciliation Board.

Winnipeg, Manitoba.

7th August, 1945.

Report of Board in Dispute between Frost and Wood Co., Ltd., Plant No. 1, Smiths Falls, Ont., and Local 3140, United Steelworkers of America

On August 9 the Minister of Labour received the report of the Board of Conciliation which dealt with the above matter.

The personnel of the Board was as follows: Mr. L. W. Brockington, K.C., appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. D. P. Cruikshank and Henry L. Cartwright, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the Matter of the Wartime Labour Relations Regulations, P.C. 1003, and in the Matter of a Dispute Between Frost & Wood Co., Ltd., Plant No. 1, Smiths Falls, Ontario (Employer) and United Steelworkers of America, Local 3140, (Employees).

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

The undersigned, being the members of the Board of Conciliation established on the 7th

day of July, 1945, have the honour to report as follows:—

On the 24th day of March, 1944, the Frost & Wood Co., Ltd., which in peacetime manufactures farm implements and in wartime has extended its manufacturing activities in accordance with the country's needs, entered into an agreement with United Steelworkers of America, C.I.O., Local 3140. The Company has for over one hundred years been engaged in business in Smiths Falls, Ontario. The agreement referred to above represents its first relationship with any union, national or international.

In the plant covered by the said agreement, there are approximately 608 employees, of whom 566 are covered by the agreement. Of the 566 so covered, approximately 425 are members of the Union in good standing.

It is the opinion of the Board that although there may have been some minor infractions of the agreement and some slight asperities arising from its enforcement, the relations between the Company and the Union have hitherto reflected credit upon them both.

The disagreement, with which the Board was asked to deal, dealt with the refusal of the employees' request for a Union Shop and a Check-off for Union dues. Apart from these two items in dispute, it is understood that the other clauses of the existing agreement have worked satisfactorily and that both parties wish their continuance.

After hearing arguments on both sides, the Board is unanimously of the opinion that the request for the Union Shop should not be granted. The Chairman and the nominee of the employees on the Board are of the opinion that, after further experience in mutual relationship between the Company and the Union, and provided that a very substantial majority of the employees seek and maintain Union membership, the matter deserves further consideration at some future time. This expression of opinion in no way binds the nominee of the employer on the Board.

With reference to the Check-off, the Union had offered to pay all costs of the procedure provided that the Company was willing to deduct and pay to the Union all Union dues, certified by the Union secretary. After discussion, the Company generously agreed to allow the Check-off and to bear the cost itself. It did express anxiety, however, that the employee might still retain his right of revoking the authorization by withdrawing from Union membership if he so desired. It is this Union's practice to allow withdrawal of membership within the period of any agreement. The Union has agreed to the Company's stipulation

by covenanting to notify the Company management immediately upon the communication to it by any Union member of his or her desire to withdraw from membership in the Union. This will operate as a revocation of Check-off. The Check-off provisions should fix a date, presumably the fifteenth of the month, and should provide that the authorization shall not continue beyond the termination of any contract, or termination of employment, or upon promotion or transfer of the employee into a job not covered by the terms of any existing agreement, or in the event of resignation or expulsion from the Union, of which the Union covenants to advise the employer.

The Board therefore recommends that the existing agreement be amended by the addition of a clause providing for a Check-off for Union dues in the broad terms outlined above.

One other clause in the existing agreement came up for discussion. By Clause 2 of Article 1, the present agreement provides as follows:—

The Company recognizes and will not interfere with the right of its employees to become members of the Union, and will not discriminate against, interfere with, restrain, or coerce employees because of membership in the Union. The Union agrees not to intimidate or coerce employees into membership and also not to solicit membership on Company's premises or collect dues on Company time.

It was admitted by the Union that there had been some breach by it of the obligation contained in the last sentence of this clause. It was agreed between the parties to the dispute that in the future the Union should have a right to solicit membership on the Company's premises during meal hours, etc., but not on Company time. The clause will now read as follows:—

The Company recognizes and will not interfere with the right of its employees to become members of the Union, and will not discriminate against, interfere with, restrain, or coerce employees because of membership in the Union. The Union agrees not to intimidate or coerce employees into membership and also not to solicit membership or collect dues on Company time.

As an indication of goodwill, the Company also spontaneously agreed to refund to the Union, their agreed share of the cost of training one of the employees for special work in which both had been interested.

The Board was advised that the above recommendations and findings were acceptable to the Company and would be recommended by the men's representatives to their Union.

The Board wished to conclude by recording its appreciation of the admirable spirit in which the representatives of the men and the Company met together and its belief that both parties will continue in cordiality and mutual respect to observe the agreement which will govern their future relationship.

Respectfully submitted this 31st day of July, 1945.

(Sgd.) D. P. CRUICKSHANK

(Sgd.) HENRY L. CARTWRIGHT

(Sgd.) LEONARD W. BROCKINGTON

Chairman

Report of Board in Dispute between Guelph Stove Co., Ltd., Guelph, Ont., and Local 3305, United Steelworkers of America

On August 14 the Minister of Labour received the Report of the Board of Conciliation in the above case. A minority report was submitted by Mr. E. Macaulay Dillon.

The personnel of the Board was as follows: His Honour Judge Ian M. Macdonell, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. E. Macaulay Dillon and Fred Dowling, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations P.C. 1003, and Guelph Stove Company, Guelph, Ont. and Local 3305, United Steelworkers of America.

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation appointed by you to deal with the above dispute has completed its sittings and now submits its report.

The Union was represented at the various sittings by Mr. W. Sefton and Mr. C. H. Pinson, International Representatives; Mr. W. F. C. Kidd, Research Director; Mr. M. Fox, President of the Local and Mr. J. Jeffery, a member of the Local. The Company representatives were Mr. J. C. Adams, K.C., Counsel; Mr. F. A. Simpson, Manager, and Mr. R. H. Glendennan, Supervisor.

Only one question was dealt with in the representations made to the Board, namely, the request of the Union for a security clause providing for maintenance of membership and a check-off clause, which were not acceptable to the Company.

The Board regrets to report that efforts to conciliate the dispute did not prove successful. Unfortunately these efforts, in the opinion of the majority of the Board, were not furthered by the attitude of Mr. Macaulay Dillon, the employer's nominee on the Board, who stated

frankly at the outset that he would under no circumstances join in any recommendation unless it were acceptable to the Company. We do not doubt that this attitude was well understood by the Company officials, who throughout maintained an attitude that could only be described as uncompromising, refusing to consider any form of union security, however slight. Mr. Dillon having persisted in his attitude, it is left for the remainder of the Board to deal with the matter in dispute.

The principal reason given by the Company for their attitude was that they had had most satisfactory relations over many years with the International Moulders and Foundry Workers Union, which is affiliated with the American Federation of Labour. The Company admitted that this Union had 100 per cent membership of its foundry workers, who constitute a separate group of employees. The Company felt itself unable to grant privileges not sought after by this Union to the United Steelworkers of America.

To this the Union replied that, at least in effect, the Moulders Union have a Union Shop and do not need any further security. They also pointed out that in a recent representative vote 185 votes were cast for the Steelworkers, against 27 for the Moulders, who had agreed to admit all workers in the plant into their ranks.

In view of the overwhelming majority obtained by the Steelworkers in their group, the Board does not feel that the objections of the Moulders should influence the Company in its dealings with the Steelworkers, who, as a matter of fact, represent a much larger group of employees, who have a right to choose their own bargaining agent.

Mr. Dowling, a Member of the Boards, feels that the Union has made out a good case for a maintenance of membership clause. The Chairman agrees that some form of security should in all fairness be granted, but feels that regard should be had for the fact that the Union has been active in the plant a comparatively short time and is negotiating its first agreement with the Company. However, in the interest of unanimity, and in the sincere hope that it may be acceptable, the

Board recommends that the following clause be inserted in the agreement:

Upon presentation of proper authorization from the employee, the Company agrees to deduct \$1.00 each month from his earnings as Union dues during the duration of this agreement, such monies to be remitted monthly to the Financial Secretary of the Local Union.

All of which is respectfully submitted.

Dated at Toronto this 11th day of August, 1945.

(Sgd.) IAN M. MACDONELL,
Chairman.

(Sgd.) F. W. DOWLING,
Employees' Nominee.

Minority Report

Re: Wartime Labour Regulations, P.C. 1003, and Guelph Stove Co. Guelph, Ont., and Local 3305, United Steel Workers of America.

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Toronto, August 9th, 1945.

Sir:

This is a Minority Report.

The dispute was referred to this Board of Conciliation consisting of the undersigned as nominee of the employer, Mr. Fred Dowling as nominee of the Union and His Honour Judge Ian M. Macdonell as Chairman. When the Board was convened, it appeared from the report of the Conciliation Officer, Mr. H. Perkins, that the matters at issue between the parties were maintenance of membership and a dues check-off. However, during the course of the proceedings both Mr. Sefton and Mr. Pinson, (who represented the Union on different occasions) intimated that the Union would be satisfied with a dues check-off only. The Company, on the other hand, made it perfectly clear that they neither could nor would agree to a check-off, for reasons which were to my mind quite adequate, and which I will deal with hereunder.

At the conclusion of the hearings with the parties, the Board continued in session and I was then informed by the Chairman, that unless I could agree to "some mild form of check-off", there would be no possibility of a unanimous report being made by this Board,

and that the remaining members of the Board would formulate their report, and make such recommendations in respect to the matters at issue, as they might subsequently agree upon. As a consequence, I am unaware at the moment of writing how far the majority recommendations go nor have I any knowledge of the precise verbiage employed.

The Company already has a collective bargaining agreement with the International Moulders and Foundry Workers Union representing approximately 100 of its employees engaged in foundry and polishing operations and who are excluded from the bargaining unit represented by the Steelworkers Union. This latter Union represents the remaining 200 or so employees and has done so only since December, 1944. The Company's relations with the Moulders Union have extended over a period of 40 years, and the Company has never granted check-off, or maintenance of membership, or any other element of the so called Union Security to the Moulders Union. The Company's current agreement with the Moulders Union is signed and in operation, and relations thereunder are harmonious and satisfactory to both parties.

The present negotiations with the Steelworkers Union are preliminary to the first agreement with that Union with which the Company has had no previous experience. The Company is extremely anxious not to do anything which would tend to cause friction in its plant between the two Unions, and urged most strongly on the Board, that to grant a check-off or maintenance of membership to the new Union after refusing it to the old one would not only be unfair, but would in all probability promote industrial unrest rather than peace. These are two very cogent reasons against the granting of maintenance of membership or a check-off in this particular case. They lead me to the inevitable conclusion, apart from other reasons put forward by the Company, that no provisions whatever in respect to these two matters should be recommended by this Board.

The agreement is ready to be signed (but for these two matters) and it includes all the provisions as to wages, hours and conditions of employment, on which the parties are agreed. It was presented to the Union for signature on April 23, 1944. Accordingly I recommend that the parties sign this agreement forthwith.

All of which is respectfully submitted.

(Sgd) E. MACAULAY DILLON,
Member of the Board.

Report of Board in Dispute between John Inglis Co., Ltd. (Ordnance Division), Toronto, and Local 2900, United Steelworkers of America

On August 21 the Minister of Labour received the Report of the Board of Conciliation which dealt with the above matter.

The personnel of the Board was as follows: Hon. Mr. Justice W. D. Roach, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. E. Macaulay Dillon and Herbert Orlicke, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of The Wartime Labour Relations Regulations, P.C. 1003 and a dispute between John Inglis Company Limited (Ordnance) Toronto, Ontario, (Employer), and Local 2900 United Steel Workers of America, (Employees).

To: The Honourable
THE MINISTER OF LABOUR,
Ottawa, Ontario.

The undersigned Chairman and Members of the Board of Conciliation established by you in this matter report as follows:

The Board having first held a preliminary meeting subsequently met with the parties on August 10.

The Company was represented by Mr. Clifford Adams, counsel, and Mr. W. H. Dickie, Industrial Relations Manager. The employees were represented by Mr. W. Sefton, International Representative; Mr. H. McMullen, Financial Secretary of the Local Union; Mr. John Brodie, President of the Local Union and Mr. W. Crawford, member of the Negotiating Committee.

There were two matters in dispute between the parties, namely request by the Union for a union shop clause and a similar request for a check-off of union dues.

After some discussion with the parties in which it appeared hopeful that an agreement could be reached on these two matters the meeting adjourned to enable the parties to further discuss them.

Your Board is happy to report that it has now been advised by both parties that these matters have been satisfactorily settled.

Dated August 20, 1945.

(Sgd.) W. D. ROACH,
Chairman.

(Sgd.) E. MACAULAY DILLON,
Member.

(Sgd.) HERBERT ORLIFKE,
Member.

Report of Board in Dispute between York Knitting Mills, Ltd. (Knitting Divn.), Toronto, and Local No. 4, National Union of Textile Workers.

On August 7 the Minister of Labour received the report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: Dr. Alexander Brady, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members; Messrs. E. Macaulay Dillon, K.C., and Lawrence Sefton, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and York Knitting Mills, Ltd. (Knitting Division), Toronto and National Union of Textile Workers, Local No. 4.

To The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir:—

The Board of Conciliation appointed by you to deal with the above dispute first met the

parties on July 18, 1945. The Company was there represented by Messrs. R. Presgrave and E. A. Black. The Union was represented by Mr. Arthur Williams and R. Hinde, J. Bellis, U. Nichols, M. Mitchell and W. Smith. An agreement was signed between the Company and the Union in September, 1942, and ran to June, 1943, when it was renewed and remained in operation till June, 1944. The Union in 1944 sought some alterations in the terms of the agreement, and negotiations continued to the present. In these negotiations agreement was reached on all matters except the claim of the Union for a union shop or maintenance of membership clause and a union dues check-off. These were, therefore, the issues before the present Board of Conciliation.

The representatives of the Union presented argument before the Board that the absence of union security provisions in the agreement led to a small minority of members leaving the Union and to friction between them and Union members. It was emphasized, however,

that the relations between the Union and the Company were excellent. The Company on its part was interested in removing friction between its employees, but was unwilling to use compulsion in making employees remain members of the Union. The Board discussed these issues with the parties, and in these discussions the representatives of the Company agreed that the Company would accept a voluntary type of check-off, but remained opposed to any type of compulsory maintenance of membership. Some attempt was made to obtain agreement on a maintenance of membership clause that would leave out the usual compulsory features, while it emphasized the moral obligation of Union members to retain membership, but difficulty was encountered in framing such a clause agreeable to both parties.

The Board has carefully considered the disagreement between the parties, and it believes that the clause likely to win most agreement would be one that required a voluntary check-off of union dues for the duration of the collective bargaining contract. Such a clause

would not merely guarantee the check-off, but would also provide some security for the Union, although it would not provide complete union security. Where such a clause is operative, members of the union are not compelled to remain members as a condition of their employment, but, as long as they are members and once they have given permission to the company, their union dues are deducted and paid to the union secretary for the duration of the agreement. The Board is convinced that such a clause provides the most workable compromise and embraces the largest area of agreement. The Board has been impressed by the sincerity and good will revealed on both sides in these negotiations, and recommends that the parties sign an agreement at an early date on the lines suggested above.

All of which is respectfully submitted.

Dated at Toronto, this 4th day of August, 1945.

(Sgd.) ALEXANDER BRADY

(Sgd.) E. MACAULAY DILLON,

(Sgd.) L. SEFTON.

Report of Board in Dispute between the Joseph Stokes Rubber Co., Ltd., Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America

During the month of July the Minister of Labour received the Supplementary Reports of the Board of Conciliation in the above matter, a Supplementary Minority Report being submitted by Mr. Murton Seymour.

The personnel of the Board was as follows: Dr. Alexander Brady, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Murton A. Seymour, K.C., and Harvey G. Forster, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the supplementary minority report was as follows:

Supplementary Report

Re: Wartime Labour Relations Regulations, P.C. 1003, and Joseph Stokes Rubber Company, Welland, Ontario, and the Electrical Radio and Machine Workers of America, Local 523.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir,

This is the second report of the Board of Conciliation in this case. It is presented be-

cause of a former misunderstanding that the two parties in their bargaining had reached agreement on the question of the top seniority of shop stewards within their departments. But they are not in agreement on this matter. The union asks for essentially the clause that was in the former agreement between the Stokes Rubber Company and the union, signed on May 22, 1943. The pertinent clause in that agreement read: "Shop stewards as designated by the union upon an agreement with the Company as to number and plant section or department, shall be recognized as possessing top seniority in their particular department or section for the term of their office".

The Company is opposed to the re-inclusion of such a clause on the ground that it means a form of discrimination in favour of some employees against others and that discrimination in favour of union members runs counter to P.C. 1003.

The Board of Conciliation met the parties and sought to obtain agreement on a suitable provision, but was unsuccessful in doing so. It, therefore, recommends that the clause in the former agreement quoted above be retained in the new agreement. Preferential seniority for shop stewards is reasonable in view of the important role that they play in implementing the terms of the agreement, particularly in regard to the grievances of em-

ployees. The steward usually has the responsibility of taking up grievances first with the foreman. Top or preferential seniority is a compensation for the responsibility carried. Also it is much in the interest of the Company as well as the union that men with this responsibility should have a fair security of employment within their respective departments.

All of which is respectfully submitted.

Dated in Toronto on this 29th day of June, 1945.

(Sgd.) ALEXANDER BRADY,

(Sgd.) HARVEY G. FORSTER.

Supplementary Minority Report

St. Catharines, Ontario,
25th July, 1945.

Re: Wartime Labour Relations Regulations, P.C. 1003, and Joseph Stokes Rubber Company Limited, Welland, Ontario, and the Electrical Radio and Machine Workers of America, Local 523.

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

I have received a copy of the second report of the Board of Conciliation filed by the Chairman, Professor Alexander Brady, and

Dr. G. Harvey Forster, from which I dissent.

The Company is opposed to the re-inclusion of a clause providing for top seniority of shop stewards within their Departments not only on the ground that it means a form of discrimination in favour of some employees as against others, but also on the ground that the Company is a custom manufacturer and the number of employees in each of the Departments varies directly with the orders the Company receives for the particular type of product manufactured in each Department, so that while a Department may be fairly largely staffed at any one time, within a short period it might have but a small number of employees because of lack of orders for that particular Department.

I am of the opinion that the question of union security, as reflected in the Union's demand for top seniority for shop stewards, is not a matter which is within the competence of a Board of Conciliation under P.C. 1003, and I therefore find it necessary to dissent from the majority of the Board on both grounds, namely, because of the objections of the Company, which, in the circumstances of this Company, I consider sound and reasonable, and secondly, because I do not think the Board has the jurisdiction to make any finding whatsoever on a matter of purely union security.

Yours truly,

(Sgd.) M. A. SEYMOUR.

Conciliation Work of the Industrial Relations Branch During August, 1945

Activities Under the Conciliation and Labour Act and Other Legislation

OFFICERS of the Industrial Relations Branch dealt with 16 industrial disputes during the month of August, involving 8,728 work-people employed in 50 separate establishments. Of these, twelve were new disputes which originated during the month and 4 were situations which had been untermiated as of July 31 and received further attention in August. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fred-

ericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

MINING AND SMELTING, ETC.	
Coal Mining.....	2
Metal Mining.....	1
MANUFACTURING	
Animal Foods.....	1
Metal Products.....	3
Shipbuilding	2
Non-Metallic Minerals, Chemicals, etc....	1
Rubber Products.....	1
CONSTRUCTION	
Buildings and Structures.....	2
TRANSPORTATION	
Electric Railways and Local Bus Lines...	2
Miscellaneous	1
NATURE OF DISPUTE OR SITUATION	
Strike or Lockout.....	12
Controversies	2
Arbitrations	1
Requests for Services of Commissioners..	1
PREDOMINANT CAUSE OR OBJECT	
Increase in wages	5
Other causes affecting wages and working conditions.	2

PREDOMINANT CAUSE OR OBJECT—Con.

Discharge of workers for union membership or activity.....	1
Other Union questions.....	1
Employment of particular persons.....	3
Discharge of workers for other than union activity.....	1
Unclassified	3

DISPOSITION

Strike terminated by mediation.....	4
Controversy terminated by mediation...	1
Dispute lapsed or called off; no further action required	2
Referred to National or Regional War Labour Board	1
Referred to Provincial Authorities.....	2
Disposition Pending.....	6

METHOD OF SETTLEMENT

Conciliation or mediation	6
Direct negotiations	2
Arbitration	1
Investigation only.....	1
Settlement Pending.....	6

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining, Non-Ferrous Smelting and Quarrying: Metal Mining

FLIN FLON, MANITOBA.—HUDSON BAY MINING AND SMELTING CO. AND THE FLIN FLON BASE METAL WORKERS' FEDERAL UNION No. 172, INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 1848, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL B-1405, INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS AND HELPERS, LOCAL 451, UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 1614, AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPER HANGERS, LOCAL 1497.

Agreement to be in effect from April 19, 1945, to April 18, 1946. Parties to meet re renewal or change. The company recognizes the unions as the exclusive representative for collective bargaining for the employees. The unions agree not to use any measures to compel a man to join their particular union that might cause friction. There shall be no discrimination against any employee because of union membership or activity. Check-off: Company will deduct and pay over to the union the union dues of employees who authorize them.

Hours: 8-hour day, 6-day week. Overtime and all work on legal holidays is payable at time and one-half. Wages: The company, subject to the decisions of the National War Labour Board, agrees to continue the present established wage schedule. Provision is made for seniority rights and grievance procedure.

Manufacturing: Vegetable Foods

CHATHAM, ONTARIO.—LIBBY, MCNEILL AND LIBBY OF CANADA LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 127.

Agreement to be in effect from March 1, 1945, to February 28, 1946, and thereafter subject to 2 months' notice. The company recognizes the union as the sole collective bargaining agency for all hourly paid employees of its Chatham canning plant. All employees who, fifteen days after the execution of this agreement, are members of the union and those who may thereafter become members shall, as a condition of employment, remain members. Check-off: the company will deduct a specified amount each month from the pay of all union members and pay it to the union. Hours and overtime provisions are subject to approval of the War Labour Board.

Hours and overtime: except for necessary work, the normal weekly hours will as far as possible be completed in 5 days. Time and one-half for all hours in excess of 10 hours in any one day or 48 hours in any one week, and for all work on Sunday except for regular shift operations. A 4-week period for the canning of peas and a 6-week period for tomatoes and corn shall be unrestricted as to hours and no overtime rates will be paid. If new seasonal products are added, they also may be exempt for a period to be mutually agreed upon. Time and one-half for work on seven specified holidays.

Minimum hourly wage rates: for regular employees—men 50 cents for first 30 days, 52½ cents for second 30 days and 55 cents thereafter; women 35 cents for first 30 days, 37½ cents for second thirty days and 40 cents thereafter; for seasonal employees—men 50 cents, women 35 cents. For night shift a premium of 3 cents per hour for all hours between 6 p.m. and 6 a.m. Vacation for employees in continuous service: one week per year after one year and less than five years' service; two weeks thereafter until female employees have completed 15 years' service and male employees 20 years' service; three weeks thereafter. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Miscellaneous Wood Products

LONGUEUIL (NEAR MONTREAL), QUEBEC.—FAIRCRAFT INDUSTRIES LTD. AND INTERNATIONAL ASSOCIATION OF MACHINISTS, DISTRICT 82.

Agreement, covering hourly paid employees in the manufacture of prefabricated houses, is to be in effect from July 1, 1945, to June 30, 1946,

and thereafter from year to year, subject to notice. The company recognizes the duly elected shop committee of the union as the sole bargaining agency as long as the union represents a majority of employees. No discrimination on account of union activities which are not carried on during working hours except as specifically permitted.

Hours: daily hours are to be mutually arranged, but the standard working week is 48 hours. If the plant is placed on a 3-shift operating schedule, the first and second shifts will be 8 hours and the third shift 6½ hours and a lunch period of ½ hour allowed on each shift. Overtime is payable at time and one-half after standard working hours until 12 hours have been worked, after which double time will be paid; double time for all work on Sundays and eight specified holidays unless employee takes another day off in the same pay week.

Hourly wage rates (subject to the approval of the Regional War Labour Board): lumber scaler 90 cents to \$1.10, journeymen sheet metal worker, electrician and carpenter 90 cents to \$1, journeymen plumber 95 cents to \$1.05, wood mill operators 65 to 85 cents, inspectors 65 to 88 cents, paint sprayer 70 to 77 cents; assembly workers—pipe 70 to 77 cents, wood 60 to 77 cents, metal 60 to 69 cents, unskilled labourers 55 to 59 cents, helpers 50 to 54 cents. All employees working on shifts other than the regular day shift to be paid 5 cents per hour extra. Leading hands are paid 5 cents per hour extra. Vacation: vacations with pay are granted, the plan to be agreed upon between the management and the shop committee. Provision is made for seniority rights and for the settlement of grievances.

Transportation and Public Utilities: Electric Railways and Local Bus Lines

BRITISH COLUMBIA.—BRITISH COLUMBIA ELECTRIC RAILWAY CO., LTD. AND AMALGAMATED ASSOCIATION OF STREET, ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, LOCALS 101 (VANCOUVER), 134 (NEW WESTMINSTER) AND 109 (VICTORIA).

General

Agreement to be in effect from March 1, 1945, to February 28, 1946, and thereafter subject to two months' notice. The company recognizes the union and will not discriminate against any employee because of his connection with it. All employees affected by this agreement shall within one month of hiring, become and remain members of the union. Vacation: 2 weeks with pay to employees with one year's service or more. Concessions: employees to have free transportation on lines of the company and a limited number of passes for their dependents, as well as reduced prices for gas and electric light service. Holidays: there are eight recognized holidays. Promotions are governed by proficiency and seniority.

City and Suburban Lines: Motormen, Conductors, One Man Car and Bus Operators

Hours: 8 hours to constitute a day's work, as far as possible, but overtime is payable only after 8½ hours. As far as possible runs are to

be completed within the following periods: 50 per cent of runs within 9 hours, an additional 10 per cent within 9½ hours, 20 per cent within 10 hours, 10 per cent within 11 hours and the remaining 10 per cent within 12 hours. On all runs not completed within 10 hours, 20 cents per hour extra will be paid after 10 hours from commencement of first shift. Overtime on day runs after scheduled time, at time and one-half to 12 midnight on day runs, 2 a.m. on night runs, 11 hours on others, and double time thereafter. Those on regular runs to be allowed every sixth day off and if called to work on their sixth day, will be paid at time and one half. Work on Sundays at time and one-quarter; work on holidays at time and one-half. New running sheets shall be posted and signed up every two months, the union representatives to co-operate in making up these sheets. Uniforms: the company to pay one-half the cost of the required uniforms.

Hourly wage rates: motormen and conductors, 73½ cents during first six months, 76½ cents during second six months and 79 cents thereafter; one man car operators and motorbus operators 85 cents; motormen and conductors in work train service, 2 cents per hour extra.

Interurban Lines

Running sheets for passenger and freight service will be posted every two months, and men will sign for runs they desire in order of seniority. The minimum crew for each type of train is specified. Hours: 8 hours is a basic day, with overtime payable after 8½ hours; 5 days off per month. Overtime at time and one-half up to 16 hours and double time thereafter; work on "day off" at time and one-half. Work on Sundays at time and one-quarter; work on holidays at time and one-half.

Hourly wage rates: passenger motormen and conductors from 74½ cents during first six months to 81 cents after one year; freight motormen and conductors from 77 cents during first six months to 83½ cents after one year; passenger brakemen from 72½ cents during first six months to 78 cents after one year; freight brakemen 79 cents, trolleyman 77 cents.

Shop and Barn Departments

Hours for shop and barn employees and freight car repair department: 8 per day, 4 on Saturdays, a 44-hour week; for night men, 8-hour shifts with ½ hour off for lunch, 6 nights per week. Overtime is payable at time and one-half for first 5 hours and double time thereafter; time and one-half for work on Sundays, holidays and Saturday afternoon. Apprentices to serve four years.

Hourly wage rates for shop and barn: motor car repairers 76½ cents to 85½ cents; helpers (blacksmiths', carpenters', machinists', armature winders'), sawyers, 72 cents to 77½ cents; barn janitors and car cleaners 68 cents, freight car inspectors 87½ cents, freight car repairers' helpers 72 cents, painters 92 cents, freight car painters 75 cents, brush hands 72 cents, carpenters 92 cents, freight car carpenters 82 cents, machinists 94½ cents, fendermen 88½ cents, bab-bitter 87½ cents, trolley retriever repairer 88 cents, blacksmiths 94½ cents, car wiremen 89½ cents, air brake fitters 89½ cents, armature winders 87½ to 94½ cents; leading hands 3 cents per hour extra. Apprentices from 48 cents in first year to 63 cents in fourth year.

Track Maintenance

Hours: 8 per day, 4 on Saturday, a 44-hour week. Overtime at time and one-half for first five hours and double time thereafter; time and one-half for all work on Saturday afternoons, Sundays and holidays.

Hourly wage rates: for track maintenance men, 69½ cents on interurban lines, 73½ cents on city lines, regular gang foremen \$163.42 per month, extra gang foremen \$172.42 per month; track welders 88 cents, track welders' helpers 75 cents; Vancouver city yards—yard men 68½ cents, compressor men 80 cents, blacksmith 92½ cents, blacksmith's helper 76 cents.

Freight Office, Shed and Baggage Room Division

Hours: 8 per day. Overtime is payable at time and one-half to 10 p.m., and double time thereafter. All work on Sundays and holidays, at double time. Baggage room men to have every second Sunday off.

Wage rates for freight office and shed division: checkers 73 cents, truckers 70½ cents, auto drivers \$158.92 per month, rate and chief clerk \$181.77, cashier \$177.27, accountant \$172.77; switching clerk, abstract clerk and outside inspector clerk \$159.27, billing clerk \$150.27, shedmen (Chilliwack) \$154.77. Wage rates for baggage room men: \$159.27 per month in Vancouver, \$154.77 in New Westminster.

Station Agencies and Ticket Clerks

Hours: for station agencies, regular hours to be designated for each employee to enable them to attend to regular scheduled trains. One day off per week. Overtime: for work outside regular assigned hours, time and one-half to be paid. Ticket clerks to have one day off in six, with time and one-half if required to work on that day.

Monthly wage rates: auto drivers \$158.92, interlocking tower men \$150.92, depot masters (interurban lines) \$159.27, ticket clerks (terminal office) \$159.77, train dispatchers \$233.12, bridge tenders \$128.88; station agencies \$160.77 to \$178.77, with dwelling house, fuel and light free; assistant agents \$156.27 (1 at \$120.27).

Bridge and Building Section

Bridge and building master's renewals and maintenance gang to be included for hours of work and overtime rates with shop and barn men for those carpenters, painters, pipefitters and helpers employed on renewals, alterations and maintenance. Hourly wage rates: carpenters, painters and pipefitters, regularly employed, 90 cents; bridgemen (rough carpenters) 77 cents.

Garagemen

Garagemen are employed at company garages at Vancouver (Point Grey), Victoria and New Westminster. Hours: 8 per day, 48 per week. Overtime at time and one-half. Hourly wage rates: mechanics 82½ and 91½ cents, service and general utility men at New Westminster 72 cents, service men at Victoria 75 cents, washers at Victoria 68 cents, helper at Vancouver \$147.87 per month.

Transportation and Public Utilities Water Transportation

VICTORIA, B.C.—THE CANADA STEVEDORING COMPANY, LTD., THE EMPIRE STEVEDORING COMPANY, LTD., AND THE INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 162.

Agreement covers the loading and unloading of deepsea vessels at Victoria, and is to be in effect from April 17, 1945, to April 17, 1947, and year to year thereafter subject to 60 days' notice. Employers agree to employ men dispatched by the local union only.

Hours: straight time prevails from 8 a.m. to 5 p.m. Monday to Friday, and 8 a.m. to 1 p.m. on Saturday. Work at all other times and on statutory holidays is at overtime rates. Hourly wage rates: all labour unless otherwise provided for \$1.10 per hour on ship, \$1.06 on dock, hatchtenders \$1.20. Overtime and work during meal hours: all labour unless otherwise provided for \$1.65 per hour on ship, \$1.59 on dock; hatchtender \$1.75. 10 cents per hour above basic rates is payable to cranemen, donkey drivers, side runners (loading only), hold men and winch drivers working on lumber, logs and piling out of the water, creosoted products, iron clinker and whiting, ballast, coal, ore, sulphur, bulk grain, fertilizer (all kinds), bone dust, lime, cement in bags, nitrate, etc. when in lots of 25 tons or over, for working in refrigerators; 20 cents per hour above basic wage rate will be paid boom men and sling men working on lumber, logs and piling out of the water; special rates are payable to workers on high explosives and damaged cargo.

Provision is made for payment for "stand by" time, waiting time, etc. and grievance procedure.

Transportation and Public Utilities: Air Transportation

CANADA.—TRANS-CANADA AIR LINES AND THE CANADIAN AIR LINE PILOTS ASSOCIATION.

Agreement to be in effect from July 1, 1945, to June 30, 1946, and thereafter subject to 60 days' notice. The company recognizes the association as representing the air line pilots.

Mountainous terrain is the division between Lethbridge and Victoria and any other comparable terrain which may be mutually agreed on.

Hours: No pilot shall be allowed to fly more than 225 air hours on mountainous terrain operations or 255 hours on flat terrain operations in any three calendar months' period; this does not include training flights, familiarization flights or monthly instrument practice and local flight checks.

Monthly salaries: mountainous terrain—captains (first year) \$419.93 and \$569.93, first officers \$269.93 and \$319.93; captains (second year) \$569.93 and \$669.93, first officers \$369.93; captains (third year) \$669.93 and \$769.93, first officers \$369.93. Monthly salaries for flat terrain operations—captains (first year) \$419.93 and \$519.93, first officers \$269.93 and \$319.93; captains (second year) \$519.93 and \$619.93, first officers \$369.93; captains (third year) \$619.93 and \$719.93, first officers \$369.93. Vacation: fourteen days with pay after one year's service. Pilots with less than one year's service will be

granted one day for each month's service up till March 31. Provisions are made for seniority rights, travelling expenses and moving expenses. Pilots to carry a minimum life insurance cover-

age of \$5,000, the company to be obligated to pay only the flight risk portion of such insurance. A joint adjustment board is provided for the settlement of disputes.

Collective Agreement Act, Quebec

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement and the amendment of four others, all of which are noted below. Two corrections of previous Orders in Council are published. A request for a new agreement for the cloak and suit industry for the province was gazetted July 28. Two requests for the amendment of the wholesale fur industry agreement for Montreal were also gazetted July 28. Requests for new agreements for retail merchants at Megantic and St. Jean were gazetted August 4. A request for the amendment of the agreement for retail stores at St. Hyacinthe was published in the *Quebec Official Gazette*, Aug. 11. A request for the amendment of the dairy employees' agreement at Quebec was gazetted August 18.

An Order in Council was also published approving the constitution and by-laws of a certain joint committee.

Manufacturing: Vegetable Foods

BAKERS, QUEBEC

An Order in Council dated July 19, and gazetted July 28, with corrections gazetted August 4, amends the previous Orders in Council for this industry (L.G., June, 1941,

p. 703; Sept., 1943, p. 1253; Sept., 1944, p. 1140). Hours for inside bakery employees and delivery department; for bread bakeries, 57 hours in Zone I, 67 in Zone II.

Minimum rates in bread bakeries: foreman \$28 in Zone I and \$25 in Zone II, journeymen \$25 in Zone I and \$22 in Zone II, helpers \$18 in Zone I and \$15 in Zone II, apprentices \$12 in Zone I and \$10 in Zone II. Minimum wage rates in cake, pastry and biscuit bakeries: of the workers of both sexes who are foremen, assistant foremen, journeymen, helpers and apprentices—40 per cent to be paid at least \$20 per week (minimum for foremen is \$28, assistant foremen \$25), a further 40 per cent at least \$15, and the remaining 20 per cent at least \$9; of the workers of both sexes employed as packers, wrappers, orders and sample clerks and all other employees including those employed in a wholesale or retail store pertaining to this industry—40 per cent to be paid at least \$13, another 40 per cent at least \$11, and the remaining 20 per cent at least \$9.50. Minimum weekly wage rates in delivery department: salesman \$19 in Zone I, \$17.40 in Zone II (\$35 in Zone I and \$30 in Zone II, if he furnishes his own vehicle), salesman-helper \$10 in Zone I, \$9 in Zone II, deliverer \$16 in Zone I, \$14.60 in Zone II, (\$35 in Zone I, \$30 in Zone II, if he furnishes his own vehicle). Vacation: one week with pay after twelve months' continuous service.

Manufacturing: Metal Products

SHEET METAL MANUFACTURING INDUSTRY, MONTREAL

An Order in Council, dated July 19, and gazetted July 28, amends the previous Orders in Council for this industry (L.G., Mar., 1943, p. 340, Oct., p. 1381, Jan., 1944, p. 70, April, p. 496) by stating that this decree does not cover the manufacturing or fabrication of stoves and furnaces.

RAILWAY CAR AND BUS MANUFACTURING, MONTREAL

An Order in Council, dated July 19, and gazetted August 4, amends the previous Order in Council for this industry (L.G., July, 1945, p. 995) by making some changes in wage rates: Tureot Works, electrical department electrician 80 to 95 cents instead of 80 to 90 cents, electrician leader \$1; pipe fitting department—improver 75 cents; tinsmith department—tinsmith 75 to 90 cents instead of 75 to 85 cents. Other amendments do not affect the summary already given.

Construction

BUILDING TRADES, MONTREAL

An Order in Council, dated July 19, and gazetted July 28, amends the previous Orders in Council for this industry (*LABOUR GAZETTE*, Mar., 1944, p. 359, July, p. 868, Nov., p. 1369, Dec., p. 1515; Jan., 1945, p. 71, May, p. 721, Aug., p. 1198) by providing that sheet metal

workers may work a 9-hour day, Monday to Thursday, 8 on Friday, a 44-hour week during the period from May 1 to October 1, 1945.

Service: Public Administration

MUNICIPAL EMPLOYEES, SHERBROOKE

An Order in Council, dated July 19, and gazetted July 28, and later corrected in the August 4 issue of the *Quebec Official Gazette*, makes obligatory the terms of a new agreement between The Municipal Corporation of the City of Sherbrooke and Le Syndicat des employés municipaux de la Cité de Sherbrooke. Agreement to be in effect from July 28, 1945, to May 1, 1946, and thereafter from year to year until 60 days' notice. Professional jurisdiction applies to permanent employees working on roads, aqueducts, parks and hygiene.

Hours: 8-hour day. Overtime is payable at time and one quarter, double time on Sundays.

Hourly wage rates: labourers 50 cents;

specialized labourers 55 cents; firemen, engine-man, steam-shovel 70 cents; boiler fireman 55 and 60 cents; fireman and engineman in asphalt plant 55 cents, asphalt roller operator 60 cents; ordinary roller operator 58 cents; skating rinks maintenance man \$31 per week; blacksmith 55 and 65 cents; blaster (dynamite), horse-driver 55 cents; truck driver 55 and 60 cents; watering truck driver with no help 63 cents; tractor and compressor operator 55 cents, bulldozer operator 72 cents; grader operator 63 cents; garage mechanics 50 to 75 cents; joiners 55 and 60 cents; asphalt workers, 55 and 57 cents; heating and plumbing employees 75 cents; harness-maker 55 cents; gardeners 55 and 65 cents; park watchman 50 cents; assistant superintendent aqueduct 85 cents; meter and tool repairman, aqueduct 65 cents; scavengers 50 and 52 cents; stone and granite block layer 55 cents; pump house operator (59 hour week) \$26. Vacation: one week with pay for stable watchman and pump house operators.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:—

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the up-grading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Navy, Army and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Veterans Affairs;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program, free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to July 31, 1945, the gross enrolment under Canadian Vocational Training has been as follows:

Training in Industry.....	276,618
Army Tradesmen	49,161
Navy Tradesmen	9,054
R.C.A.F. Tradesmen	65,212
Rehabilitation (discharged persons from the Forces).....	13,327
Students	7,649
<hr/> Total	<hr/> 421,021

Rehabilitation Training

The total number of discharged members of the Forces enrolled on July 31 was 5,243, an increase of 625 during the month. A number of qualified discharged members from the Forces have been appointed to field and supervisory staff positions during the month, which has considerably facilitated the handling of the Program.

A number of buildings surplus to service requirements have been made available to us during the month of August. The R.C.A.F. Training Centre at North Sydney, Nova Scotia and the municipal Airport at Saint John, New Brunswick which the Air Force used all during the war, as well as a large building in Windsor, Ontario, released to us in co-operation with the Army, have been acquired by us for training purposes. There is also increased hope that the flow of equipment, through War Assets Corporation, will increase sufficiently to be of value in setting up adequate accommodation in most of the standard trades.

Supervisory Training

On July 19 and 20 a conference was held in Ottawa, attended by representatives of all Regional Offices from Toronto east, and with the Assistant Director of Canadian Vocational Training in the chair.

The following delegates were present: D. Macneill—Halifax; I. Gould—Fredericton; H. Filiatrault, G. Maurice, C. Roy, F. Roch, G. Montminy—Montreal; H. W. Temple, H. Howard—Toronto; and J. H. Doige (Chairman), G. K. Smith, and G. M. Carty from Headquarters at Ottawa.

Much valuable discussion on promotional techniques, follow-up methods, interpretation of manuals and other subjects of vital interest to trainers took place. As a result of these discussions, several important decisions were reached, including the adoption of standard follow-up methods.

TABLE 1—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
APRIL 1, 1945 TO JULY 31, 1945 TRAINING ON THE JOB IN INDUSTRY

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to July 31/45	Enrolled in July	At End of July	From April 1/45 to July 31/45	From April 1/45 to July 31/45
Dominion Summary					
Men.....	1,593	289	1,194	190	209
Women.....	45	5	27	7	11
Total.....	1,638	294	1,221	197	220
Prince Edward Island					
Men.....	20	2	13	3	4
Women.....					
Total.....	20	2	13	3	4
Nova Scotia					
Men.....	32	8	26	5	1
Women.....	4		4		
Total.....	36	8	30	5	1
New Brunswick					
Men.....	29	8	24	1	4
Women.....	2		2		
Total.....	31	8	26	1	4
Quebec					
Men.....	209	54	146	47	16
Women.....	4		1	1	2
Total.....	213	54	147	48	18
Ontario					
Men.....	683	106	558	31	94
Women.....	7		6		1
Total.....	690	106	564	31	95
Manitoba					
Men.....	135	42	110	13	12
Women.....	2			1	1
Total.....	137	42	110	14	13
Saskatchewan					
Men.....	97	8	68	18	11
Women.....	1		1		
Total.....	98	8	69	18	11
Alberta					
Men.....	183	40	120	43	20
Women.....	9	1	4	3	2
Total.....	192	41	124	46	22
British Columbia					
Men.....	205	21	129	29	47
Women.....	16	4	9	2	5
Total.....	221	25	138	31	52

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES

(Subject to Revision)

		NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
		From April 1/45 to July 31/45	Enrolled in July	At End of July	From April 1/45 to July 31/45	From April 1/45 to July 31/45
Dominion Summary						
Correspondence	Men.....	317	14	263	10	44
	Women.....	2		2		
Pre-Matriculation	Men.....	1,944	389	1,432	282	230
	Women.....	35	8	25	5	5
Total.....		2,298	411	1,722	297	279
Prince Edward Island						
Correspondence	Men.....	3		3		
	Women.....					
Pre-Matriculation	Men.....	3		1	1	1
	Women.....					
Total.....		6		4	1	1
Nova Scotia						
Correspondence	Men.....	4		1	2	1
	Women.....					
Pre-Matriculation	Men.....	10	4	8		2
	Women.....	1			1	
Total.....		15	4	9	3	3
New Brunswick						
Correspondence	Men.....	4		3		1
	Women.....					
Pre-Matriculation	Men.....	20	9	14	2	4
	Women.....					
Total.....		24	9	17	2	5
Quebec						
Correspondence	Men.....	51	2	37		14
	Women.....					
Pre-Matriculation	Men.....					
	Women.....					
Total.....		51	2	37		14
Ontario						
Correspondence	Men.....	119	2	104	3	12
	Women.....					
Pre-Matriculation	Men.....	1,302	195	952	198	152
	Women.....	15	3	10	4	1
Total.....		1,436	200	1,066	205	165
Manitoba						
Correspondence	Men.....	36	6	34	1	1
	Women.....					
Pre-Matriculation	Men.....	116	29	85	22	9
	Women.....	3		1		2
Total.....		155	35	120	23	12
Saskatchewan						
Correspondence	Men.....	16		14		2
	Women.....	1		1		
Pre-Matriculation	Men.....	68	35	60	3	5
	Women.....	6	3	5		1
Total.....		91	38	80	3	8
Alberta						
Correspondence	Men.....	42	1	31	1	10
	Women.....					
Pre-Matriculation	Men.....	227	24	167	15	45
	Women.....	7	1	7		
Total.....		277	26	206	16	55
British Columbia						
Correspondence	Men.....	42	3	36	3	3
	Women.....					
Pre-Matriculation	Men.....	198	93	145	41	12
	Women.....	3	1	2		1
Total.....		243	97	183	44	16

TABLE 3—REHABILITATION TRAINING IN SCHOOLS

	NUMBERS IN TRAINING			PLACED IN EMPLOYMENT		COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	From April 1/45 to July 31/45	Enrolled in July	At End of July	From April 1/45 to July 31/45	In July	From April 1/45 to July 31/45	From April 1/45 to July 31/45
Dominion Summary							
Men.....	3,070	456	1,784	638	120	165	487
Women.....	907	80	516	172	40	40	181
Total.....	3,977	536	2,300	810	160	205	668
Prince Edward Island							
Men.....	18		6	2		7	3
Women.....	5		4			1	
Total.....	23		10	2		8	3
Nova Scotia							
Men.....	63		49	8	4		6
Women.....	6		4	2	1		
Total.....	69		53	10	5		6
New Brunswick							
Men.....	118	11	50	30	7	9	31
Women.....	22		14	2		1	5
Total.....	140	11	64	32	7	10	36
Quebec							
Men.....	399	34	220	79	11	59	41
Women.....	124	15	66	26	9	1	31
Total.....	523	49	286	105	20	60	72
Ontario							
Men.....	1,253	287	861	187	51	19	186
Women.....	253	27	166	31	5	15	41
Total.....	1,506	314	1,027	218	56	34	227
Manitoba							
Men.....	358	45	206	64	4	26	62
Women.....	126	7	63	31	10	1	31
Total.....	484	52	269	95	14	27	93
Saskatchewan							
Men.....	239	22	98	93	9	21	27
Women.....	78	8	44	14	3	10	10
Total.....	317	30	142	107	12	31	37
Alberta							
Men.....	287	19	100	89	17	14	84
Women.....	146	12	79	33	6	7	27
Total.....	433	31	179	122	23	21	111
British Columbia							
Men.....	335	38	194	86	17	10	47
Women.....	147	11	76	33	6	4	36
Total.....	482	49	270	119	23	14	83

Labour Law

Recent Regulations under Dominion and Provincial Legislation

MERCHANT seamen, or their dependents, are now entitled under the War Measures Act to compensation in case of the death or injury of the seamen as a result of accident in the course of duty. For the loss of personal effects, Canadian merchant seamen formerly in ships of other than Canadian registry and personnel of ships of Canadian registry who were made prisoners of war must be paid compensation according to the maximum amounts payable at the time of their release from enemy camps. The Reinstatement in Civil Employment Act has been extended to persons on active service in any of the United

Nations who were previously employed in Canada.

Alberta has made general regulations governing apprenticeship and also rules for certain trades. Manitoba has issued regulations governing the barbering trade under the Barbers Act and the Fair Wage Act. The period of emergency training for coal miners in Nova Scotia has been extended from four to six months. Quebec has incorporated four additional apprenticeship commissions; for the automobile, printing, lithographic and shoe trades.

Dominion

Workmen's Compensation for Seamen

Regulations under the War Measures Act providing workmen's compensation for merchant seamen were made by Order in Council (P.C. 4755) of July 17, 1945, which was gazetted July 30 and effective August 1. A three-member Merchant Seamen Compensation Board to administer the Regulations has been appointed by the Minister of Transport and will serve without remuneration. The Board is to have exclusive jurisdiction over all matters pertaining to the Regulations, and its decisions are declared to be final and not open to review by any court. The Board, however, may review and alter or rescind any decision.

No compensation is payable under the Regulations to seamen or their dependents who are entitled to claim compensation under the Government Employees' Compensation Act or under any provincial Workmen's Compensation Act, or to seamen covered by the Order in Council (P.C. 104/3546) of April 30, 1942, (L.G. 1942, p. 691), and other Orders which provide benefits for seamen engaged in essential war activity or in other hazardous occupations. All other persons except pilots, apprenticed pilots and fishermen, employed on a ship registered in Canada or chartered by demise to a person resident or having his principal place of business in Canada, and engaged in home-trade or foreign trade, are eligible for compensation.

Seamen entitled also to claim compensation under the law of any foreign country must elect whether to claim compensation under such law or under the Regulations, and if they choose the latter, must waive their claim to compensation under the foreign law.

The system established is one of individual liability of the employer in case of death or injury to the seaman by accident in the course of employment. All costs of administration are to be charged against the employers on a basis to be decided by the Board. Except with the approval of the Board, no deduction from or abatement of the amount of compensation payable may be made unless money has been advanced by the employer on account of the injury. Neither may compensation be assigned or attached for payment of debts except with the Board's approval. A seaman may not waive his right to benefits under the Regulations.

The right to compensation is in lieu of all rights of action against the employer for compensation for an accident. But an action may be brought against any person other than the seaman's fellow employees, his employer, the servants of his employer or another employer subject to the Regulations. If a seaman or his dependents are entitled to bring such action, a choice must be made between instituting the action and claiming compensation under the Regulations. Where less is recovered by such action than would

have been received under the Regulations, the difference will be paid to the seaman or to his dependents. If the seaman elects to claim compensation, his right of action passes to the Board.

Notice of an accident must be given by the employer to the Board within 60 days. Compensation is not payable unless notice is given by the seaman as soon as practicable, and unless the compensation is claimed within six months from the date of the accident or, in a fatal case, within six months after the death of the seaman. However, failure of the seaman to give notice will not bar the right to compensation if the employer was not prejudiced by such failure.

Compensation

The Regulations provide compensation and medical aid similar to that provided by the provincial Workmen's Compensation Acts. No compensation is payable for an injury which does not disable a seaman for at least seven days, but if disability lasts seven days or more, compensation is payable from the date of the disability. An injury attributable solely to the serious and wilful misconduct of the seaman is not compensatable unless death or serious disablement results.

The scale of compensation is roughly similar to that under most provincial laws. Burial expenses up to \$125 may be paid and \$125 for the cost of transporting the body to the place of interment. Where burial expenses are paid by the employer under the Canada Shipping Act, they are to be deducted from the above amounts. A widow or invalid widower will receive a lump sum of \$100 and a monthly payment of \$45 together with \$10 for each child under 18. The payment for orphans will be \$20 monthly for each child under 18. A foster-mother looking after orphaned children will receive the same amount as a widowed parent. Total payments, exclusive of burial expenses and the lump sum of \$100, are not to exceed $\frac{2}{3}$ of the seaman's average earnings. However, it is provided that the minimum monthly payment to the surviving consort is to be \$45 or, if the seaman's average earnings are less than \$45, then the amount of the average earnings will be paid. Where the survivors are a widow or invalid widower and one child the minimum monthly payment is \$55 irrespective of the amount of earnings. An additional \$10 is payable for each additional child but where the seaman's average earnings were less than the amount of compensation payable at this rate, the compensation is to be the average earnings or \$55, whichever is the greater.

For purposes of calculating compensation, the maximum earnings that may be used as a basis are \$2,500 per annum.

For an invalid child compensation is to continue as long as the board considers it probable the seaman would have continued to support the child. Dependents other than a widow, invalid widower, or children, may be compensated by a sum reasonable and proportionate to the pecuniary loss suffered, the amount to be determined by the Board.

Payment for permanent total disability will be equal to $\frac{2}{3}$ of the seaman's average weekly earnings during the previous 12 months or in any shorter period during which he was employed. Permanent partial disability will be compensated by a payment of $\frac{2}{3}$ of the difference in earnings before and after the accident. A lump sum instead of weekly payments may be paid if impairment of earning capacity is not more than 10 per cent. Temporary total disability will be compensated by a payment of $\frac{2}{3}$ of the seaman's average earnings for the duration of the disability. The minimum payment will be \$12.50 weekly or earnings if less. Compensation for temporary partial disability will be equal to $\frac{2}{3}$ of the difference in earnings before and after the accident, and the minimum payment will be \$12.50 weekly or earnings if less, in proportion to the disability. As in fatal cases, average earnings which will be reckoned are \$2,500 per annum but a war service bonus will not be included in the calculation of the seaman's earnings.

The Board may change the mode of compensation payment, and may divert compensation from a widow who is living immorally or from a seaman who is not supporting his wife and children.

Medical Aid

Where compensation is claimed or is payable, a seaman, if so required by the employer, must be examined by a qualified medical practitioner provided by the employer. The Board may in turn require the seaman to be examined by a medical referee, the cost again being paid by the employer. The medical aid provided under the Regulations is similar to that furnished under provincial laws. It includes free medical, surgical and dental aid, hospital and skilled nursing services and the supply and upkeep of artificial members and dental appliances, all of which are to be paid for by the seaman's employer. Transport to a hospital, or to a physician, or to the seaman's home is also to be provided and paid for by his employer. No medical aid will be given to a seaman who is entitled to medical

aid under Part IV or Part V of the Canada Shipping Act or under other Acts, during the period and to the extent that medical aid is furnished under these Acts.

Compensation for Seamen's Loss of Effects

Seamen who have become prisoners of war are to be paid compensation for the loss of their personal effects in accordance with the maximum amounts payable at the time of their release from enemy prison camps. An Order in Council (P.C. 148/5045) of July 18, 1945, gazetted July 23, amends to this effect the Compensation to Seamen (War Damage to Effects) Regulations (L.G. 1944, p. 235), with respect to seamen who were employed on ships of Canadian registry or who, being Canadian merchant seamen, were formerly on certified ships of other registry.

Unemployment Insurance

Order in Council (P.C. 5758) of August 28, 1945, gazetted September 3, revokes P.C. 2222 (L.G. 1944, p. 450) which required every applicant for unemployment insurance benefits to produce satisfactory evidence of compliance with National Selective Service Mobilization Regulations.

Reinstatement Act Applies to Canadians in United Nations Forces

Order in Council (P.C. 5324) made August 2 and gazetted August 13, 1945, extends to persons on active service in the present war in the naval, military or air forces of any of the United Nations the provisions of the Reinstatement in Civil Employment Act (L.G. 1942, p. 920), provided such persons were employed in Canada before September 9, 1939.

Provincial

Alberta Apprenticeship Act

Provincial Advisory Committees have been appointed by Order 1 made July 4, gazetted July 31, 1945, for the following trades: carpentry, bricklaying, masonry, tile-setting and terrazzo working; plumbing, steam-fitting, gasfitting, sheet-metal working, painting, paper hanging, decorating, electrical trade, and plastering. Committees must consist of not less than five members and must include an equal number of employers and employees, and an official of the Department of Trade and Industry.

General regulations under this Act and regulations for specific trades were made August 9, 1945, gazetted and effective August 15.

Application for registration of an apprenticeship agreement must be made on the form provided by the Apprenticeship Board and forwarded to the Director of Apprenticeship. A minor must have the written consent of his parent or guardian. Each apprentice must produce a certificate of physical fitness for the job. An agreement made in triplicate, must make provision for the termination of the contract during the three months probationary period at the wish of either the apprentice or employer.

If an apprentice fails to attend the prescribed classes, he forfeits his allowance for the period of non-attendance unless reasons satisfactory to the director are produced. Training under a person other than the employer, and other changes in the training program may be arranged with the approval of the board. If an employer fails to provide an apprentice with at least 1,800 hours' work during any 12 consecutive months, in-

cluding time spent at day-classes, the prescribed hours must be completed before the next 12 months' period of apprenticeship is begun. If there is unsatisfactory progress, the period may be extended until the Board is satisfied.

Each apprentice must avoid damage and waste of tools and goods, give satisfactory reasons for any absence from employment, and notify the director immediately he stops working for the employer to whom he is apprenticed.

Every employer must be registered by the director after his trade becomes a designated trade, notify the director when employing an apprentice, provide adequate training for each apprentice, keep him employed as long as work is available, pay the rates of wages set out in the agreement, co-operate with the director in the transfer of an apprentice, submit an annual report to the board regarding the progress of each apprentice, and notify the director when he intends to suspend or terminate an agreement.

The director must furnish each apprentice with an identification card. A temporary transfer of employment may be arranged by the Trade Advisory Committee or the director, but each transfer must be approved by the board.

Where a dispute arises between the employer and apprentice, either one may report it in writing to the director who will notify the Trade Advisory Committee, which may negotiate a settlement of the dispute. If the committee fails, the Board has power to decide the matter.

Both employers' and workers' representatives on a Trade Advisory Committee are to represent their particular trade. Each Committee may make rules regarding the age and educational qualifications of apprentices, the apprenticeship period, ratio of apprentices to journeymen, technical school curriculum, schedule of training, trade tests and examinations, hours of employment and rates of wages, and other related matters. The Board, after consultation with the Minister of Education, may arrange for technical school and other educational classes to be taken by apprentices. A certificate of qualification must be issued to each apprentice after he has successfully completed training and examinations.

Trade regulations have been made for the following: bricklaying and masonry, the electrical industry, carpentry, plumbing and steamfitting, sheet-metal industry, plastering, painting and decorating.

Any person between 16 and 21, except in bricklaying and masonry where the maximum age is 20, may become an apprentice in these trades. On the recommendation of the Trade Advisory Committee, the Apprenticeship Board may declare eligible any person over the maximum age, or any person who has served in the armed forces since September 1, 1939.

The extent of schooling required for apprenticeship in the trades varies as follows:

Bricklaying and masonry, carpentry, plumbing and steamfitting—Grade 8 or its equivalent.

Electrical industry—Grade 10 or its equivalent.

Sheet-metal industry, plastering, painting and decorating—Grade 9 or its equivalent.

The apprenticeship term is five years in plumbing and steamfitting and the sheet-metal industry, four years in bricklaying and masonry, the electrical industry, carpentry, and plastering, and three and one-half years in painting and decorating. The period in each case includes three months' probation. Where a person produces a certificate from a technical or vocational school approved by the Board, or has had experience in the trade, the period of apprenticeship may be reduced by the Board.

The number of apprentices who can be employed varies in each trade with the number of journeymen employed. In determining the number that may be employed, "Apprentice" does not include one temporarily employed by arrangement with the director to learn a branch of the trade not carried on by the employer to whom he is apprenticed. In bricklaying one apprentice may be employed for every three journeymen. In the other trades, one apprentice may be employed if one jour-

neyman is engaged and thereafter in the electrical industry one apprentice for every two journeymen; in carpentry, plumbing and steamfitting one for every five journeymen; in sheet-metal work one for every three journeymen; in painting and decorating one apprentice for every four journeymen; and in plastering one apprentice may be engaged for every journeyman.

Each apprentice must attend educational classes between November 1 and April 30 at a technical school for the full annual period prescribed by the Board and the Department of Education. Technical classes must include instruction in skills set forth in the regulations.

During apprenticeship an employer must give every apprentice practical instruction and training in all branches of the trade necessary to develop a practical and skilled journeyman, including the preparation of material for installation. Details regarding work process are laid out in the regulations. Before the apprentice is granted an annual certificate of progress or a final certificate of qualification as a journeyman, he must pass trade tests and examinations prescribed by the Board on the advice of the Trade Advisory Committee.

The work-day and work-week of an apprentice must be the same as those for journeymen. Apprentices must be paid wages which are a percentage of the journeyman's prevailing wage; the minimum percentage for each period and for each trade are set out in the regulations. All increases, except the first, must be subject to annual certificates of progress, or the receipt of satisfactory reports from the employer or the training school. Failure on the part of the employer to submit an annual report is evidence of satisfactory progress on the part of the apprentice.

British Columbia Shops Regulation and Weekly Half-Holiday Act

Motor-vehicle "shops" in Prince Rupert have been granted exemption from certain weekly half-holiday provisions of this Act by an Order of July 17, 1945, gazetted July 26. Previously, shops in Vancouver, Victoria and suburbs, New Westminster, Nanaimo and within a 10-mile radius, had been granted such exemption (L.G., 1942, p. 797). Such exemption means that motor-vehicle shops in these places are not required to observe the weekly half-holiday fixed by municipal by-law; they must, however, observe a half-holiday on Saturdays, closing at 1 p.m. and not reopening until Monday morning. No

employee may remain later than 1:30 on Saturday except for emergency repairs.

Automobile service stations, which are governed by a 1931 Order (L.G., 1931, p. 1285) exempting them from the provisions of the Weekly Half-Holiday Act are declared not to include motor-vehicle shops by a related Order also gazetted on July 26, 1945.

Manitoba Barbers' Act

Regulations under the Act gazetted July 28, 1945, repeal all earlier regulations. They provide for a licensing system for master barbers, journeymen, and improvers in order to insure a proper standard of workmanship and to protect public health. The Regulations apply to certain cities and towns and are administered by the Minister of Labour.

A master barber's licence authorizes the holder to carry on business as a master barber employing journeymen barbers and barbering improvers, or as the proprietor of a business either alone or in partnership, providing that only one improver may be employed for every three journeymen in any one shop. Where two or more persons are in partnership, at least one must hold a master barber's licence, and all others must hold a journeyman's or improver's licence.

The proprietor of a shop who holds a barber's licence and whose shop is equipped with two or more chairs, may employ one learner, with the approval of the Minister. Application to employ such a learner must be made to the Department of Labour accompanied by the proposed schedule of wages.

A journeyman's licence may be issued to any person who has completed 18 months as an improver in a licensed shop and who has passed the prescribed examination.

A person is eligible for an improver's licence only after he has completed at least 1,000 hours of training in a barber school operating under the Trade-Schools Act, and has completed, in addition, at least 2,000 hours of training in a barber shop under licensed supervision. After passing this examination, the candidate may then be employed as an improver for 18 months after which he must try an examination for a journeyman's licence.

Inspectors of the Department of Labour are to be inspectors under the Act. If an inspector reports to the Minister that condi-

tions are unsatisfactory, the Minister may require the master barber to appear before the board to plead against the suspension of his licence. A master's licence may be revoked, cancelled or suspended if any person employed by him as a barber is found not to hold a valid subsisting licence. Any licence may be suspended for failure to comply with the regulations.

These regulations apply to the Greater Winnipeg Water District, the cities of Brandon and Portage la Prairie, the towns of Beausejour, Birtle, Boissevain, Carberry, Carman, Deloraine, Emerson, Flin Flon, Gladstone, Grandview, Hartney, Killarney, Melita, Minnedosa, Morden, Morris, Neepawa, Oak Lake, Rapid City, Rivers, Russell, Souris, Stonewall, Swan River, The Pas, Virden and Winnipeg Beach.

Nova Scotia Coal Mines Regulations (Wartime Emergency) Act

The period of instruction of apprentices under the coal mining apprenticeship scheme was extended from four to six months by an Order in Council of July 7, 1945, gazetted July 11 (L.G., 1944, p. 527). Upon completing the course and being at least 18 years old, an apprentice will be granted a temporary first-class miner's certificate.

Quebec Apprenticeship Assistance Act

Four additional apprenticeship commissions have been incorporated under the Act: the automotive trades in Montreal and district; the lithographic industry in the province; printing in the Montreal district; and the shoe industry in the province.

Quebec Public Building Safety Act

An Order in Council (3212) of August 17, 1945, gazetted August 25, substituted new regulations under the Act for those trades in 1939 concerning "safety measures respecting apparatus under steam pressure", and the section under "cinematographic halls" dealing with defective wiring. Among the new provisions is the stipulation that the inspector must require the production of certificates showing that the Pressure Vessels Act and the Electricians and Electrical Installations Act are being complied with.

Conference of Canadian Institute on Public Affairs*

CANADA'S growing status as a world power, and, consequently her increased responsibility for assisting in solving world problems, was offered as justification for selecting the subjects discussed at the Conference of the Canadian Institute on Public Affairs held at Geneva Park, Lake Couchiching, Ontario, August 18 to 25.

The general theme considered by the Institute was "Canada and the United Nations". "The Promise of San Francisco" was reviewed by such well-known Canadians as M. J. Coldwell, M.P., Gordon Graydon, M.P. (members of the Canadian Parliamentary Delegation to San Francisco) and Hon. Paul Martin, Secretary of State. In addition, Miss Elizabeth Armstrong, of the State Department at Washington, who had "a ring-side seat at San Francisco", commented upon the administrative machinery provided by the United Nations Charter and the need for urgency in completing its organization because of the unexpectedly sudden collapse of Japan.

Other speakers and their subjects were: Frank Munk, Director of Training for UNRRA, "The Political and Economic Reconstruction of Europe"; Prof. G. B. Watson, Columbia University, "Human Nature and Enduring Peace"; Prof. Gwen. M. Carter, Smith College, "Some Aspects of Canadian-American Relations"; F. A. Brewin and D. R. Michener, M.P.P., "Britain's Role in the Post-War World"; R. S. Cavell, Vice-President, Automatic-Electric, Limited, Toronto, "The New World Order and the Far East"; L. K. Rosinger, Foreign Policy Association, New York, "The Future of Japan" and "Soviet Policy in the Far East"; Prof. H. M. Cassidy, University of Toronto, "Toward More Adequate Social Security"; Stuart Armour, Toronto, "Canada's Postwar Employment Problem"; Mason Wade, American author and journalist, "A View of French Canada"; Prof. J. A. Corry, Queen's University, "The Constitution and the Problems of Peace".

Question and answer periods followed each of the addresses and round-table studies were undertaken each day of the Conference on (1) "Post-war International Organization", (2) "Dominion-Provincial Relations", (3) "Psychology of Social Change" and (4) "Canadian-American Relations". The National Film Board of Canada provided a series of documentary films visualizing certain phases of social and economic reconstruction in Europe and America. About 250 men and women, most of them from Ontario, with smaller numbers from Quebec and the United States attended the Conference.

"The Promise of San Francisco"

Dealing with the proposals made by the Conference at San Francisco, Mr. M. J. Coldwell said that nations must develop a willingness to replace their assertions of "individual sovereignty" by a concept of world co-operation, and to forego their prejudices, suspicions and claims of race superiority for a mutual respect for each other. While admitting that, in his opinion, the San Francisco Charter was not perfect, it embodied an earnest attempt by the United Nations to provide for the peaceful adjustment of international disputes that otherwise might lead to war. The Charter provides for a general assembly comprised of representatives from each of the signatory nations; the World Security Council; the Social and Economic Council (in the character of which Canada played a noteworthy part); the International Court of Justice; the Secretariat; and the Trustee Council.

While the General Assembly was the largest and most representative body to be set up, it would be mainly a forum for the discussion of world problems and for making recommendations for their solution, Mr. Coldwell pointed out. The Security Council, on the other hand, would be empowered to take definite and prompt action to prevent war and to curb aggressor nations. This Council would consist of eleven members, one delegate from each of the "Big Five" nations, who would have permanent seats and six chosen from nations making notable contributions to international peace and security, but having due regard to equitable geographical distribution. The Council will be empowered to set up a general military staff and to give direction to military

*The Canadian Institute on Public Affairs was established by the National Council of the Y. M. C. A. in 1932 to provide a broader instructional course for their secretaries in training. From the first, however, business and professional men and women were invited to attend the Annual Conference at Geneva Park. The average attendance at the 15 Conferences has been about 250. A strong committee of business and professional men plan and supervise the meetings. Three chairmen have given leadership since 1932, the late Dr. W. L. Grant, the late Sir Robert Falconer, and the present chairman, Dr. M. W. Wallace, former Principal of University College, Toronto.

action that may be deemed necessary to prevent acts of aggression. Member nations will not necessarily be called upon to provide armed assistance. Canada, for example, might be asked to supply food or military equipment.

Continuing, Mr. Coldwell asserted, "We must remove the causes of war. . . . Two out of three of the world's population never had enough to eat." Something must be done to correct such basic causes of strife if only as a matter of self interest, he concluded.

Mr. Gordon Graydon asserted that, "No nation in the world has less to gain by war than Canada and more to gain by peace." Isolationism, therefore, "will not fit into our plans for future peace and security" and San Francisco "must mean that Canada is ready and willing to pull her weight in world affairs." He declared that "the Economic and Social Council holds out some ray of hope that the nations of the world will yet beat their swords into ploughshares. . . ." The inclusion of the Economic and Social Council as one of the principal organs "reflected the stress and importance placed upon the preventive side of war, as opposed to the curative or punitive side of it." He commended highly the work of the Canadian economic experts, especially those who were advisers to the committee that dealt with social and economic problems.

Hon. Paul Martin spoke approvingly of the democratic approach made by the United Nations in their efforts to create machinery for the prevention of future wars. This, he pointed out, was in contrast to the methods followed in establishing the League of Nations.

After enumerating the principles that actuated the sponsoring powers in calling the San Francisco Conference, and defining the purposes of the organization, Mr. Martin emphasized the importance to Canada of the Social and Economic Council provided by the Charter. A notable objective, he claimed, "is social and economic security for all. . . . If there is poverty abroad, it can only lead to mass unemployment in other countries. . . . The United Nations organization will seek to promote higher living standards and high and stable levels of employment." As an illustration of what could be accomplished, he commended the work of the I.L.O. which, he said, "for a quarter of a century has stood like a beacon in international affairs," and which has expressed its desire officially to be associated with the new organization. Mr. Martin referred to the tripartite organization of the I.L.O. "by virtue of which employers' and workers' representatives enjoy equal status with the representatives of governments." He continued, "the success of the Social and

Economic Council will depend upon the desire of the member nations to see it succeed." But he was of the opinion that "if it finally resolves itself into an Advisory Board, whose advice goes unheeded, or merely a fact-finding organization, it will be an impotent influence upon world economic affairs." "Canada", he said, "is determined to give her full support in future negotiations to the establishment of satisfactory relationships between the United Nations and the I.L.O. . . ."

Problems Confronting UNRRA in Europe

UNRRA will not take part in reconstruction in Europe, but will confine its efforts to providing immediate relief. Even in this delimited field, its task is rendered difficult by differences in political and economic conditions in the several countries that had been overrun by the Germans, asserted Mr. Frank Munk, Director of Personnel Training for UNRRA. He asserted that "next winter will be the worst Europe has ever known, not excluding the years of German occupation. . . . Never has destruction of productive activities and productive organization been so widespread". This year's harvests will be much below normal, the production of coal will fall short of urgent requirements, overland transportation is in a chaotic condition and there is "absolutely no agreement among the great powers" in the matter of providing speedy relief, Mr. Munk said. He described in some detail the effect of varying political organizations in the matter of getting relief to the centres where it was urgently needed and expressed concern at the delay in the setting up of the International bank and in providing staffs for other security organizations.

Canadian-American Relations in the Pacific

In the past Canada has been slow to recognize the implications of her geographical position as a Pacific power, in spite of her trade and cultural contacts with trans-Pacific nations, asserted Prof. Gwen. Carter of Smith College.

Wartime developments have demonstrated clearly the necessity for co-operation with the United States in the formation of an integrated plan for the defence of the northwest Pacific. Similarly, relationships with the two Dominions in the South Pacific should not be overlooked. She contended that these "impinge upon American interests and hence become a part of Canadian-American relationships". She urged the development of educational exchanges, better planned trans-Pacific trade and communications and an understanding with Russia for air transport to Asia by the northern

route. Further, she suggested that Canada should be willing to co-operate in a joint industrial development of her great northwest and the Yukon and to take some responsibility for the harmonious relationships of Great Britain, Australia, New Zealand and the United States in the South Pacific.

Canada's Dependence on World Trade

Mr. Stuart Armour, Economic Consultant, of Toronto, detailed some of the economic and industrial problems confronting Canada in the postwar era. Her dependence on export trade created difficulties in the world impoverished by war. Britain, her best pre-war customer, was no longer a creditor nation and was planning to reduce her imports, while coincidentally increasing her exports of manufactured goods, he said. Mr. Armour suggested as remedial measures for Canada, prompt and bold action, greatly increased industrial research, the development of new industries to process more and more of her raw materials and new markets in which to dispose of them, plus the proposals made in the Government's White paper.

Other Subjects Debated by Conference

The addresses given by Captain R. G. Cavell, Toronto business man, and L. K. Rosinger, of the Foreign Policy Association of New

York, on phases of the Far Eastern problem evoked much interest at the Conference. Captain Cavell spent 22 years in Japan, China and India and both he and Mr. Rosinger have long been painstaking students of Eastern politics and customs.

Prof. G. B. Watson's address on the psychological causes of war was a somewhat unique presentation of an old problem and, in the main, centred on the need for checking the development of racial prejudices and "devil complexes" in the minds of youth.

Mason Wade, Harvard Research scholar, author and journalist, who has spent long periods in Quebec and the New England States, presented an objective analysis of French Canada as related to the remainder of the Dominion.

F. A. Brewin and D. R. Michener, K.C., Toronto lawyers, gave brief reviews based on their personal observations in Britain of the role she is likely to play in the Post-war world.

Professors Cassidy and Corry outlined the present social security situation in Canada, and the bearing of the Canadian Constitution on the problems of peace, respectively.

Digests of all the addresses given at the Conference will be published in book form by the National Council of the Y.M.C.A. later in the year.

*Activities of Unemployment Insurance Commission**

Analysis of Claims and Benefit—Insurance Registrations—The Fund— Proposals Laid Before Dominion - Provincial Conference — Amendment to Contribution Regulations — Decisions of Umpire

DURING July a total of 10,886 claims for Unemployment Insurance benefit were filed in local offices throughout Canada. This is almost identical with the number filed in June (10,857) but represents a considerable increase over the 3,106 claims registered during July, 1944.

The number of persons who signed the live unemployment register during the last six working days of July shows a slight increase over June, being 19,224 (10,737 males and 8,487 females) compared with 17,242 (9,230 males and 8,012 females). During the same period in July, 1944, a total of 4,488 persons (3,308 males and 1,180 females) signed the live unemployment register.

Claims adjudicated at Insurance offices during July totalled 10,053 of which 8,528 were considered entitled to benefit and 1,525 not entitled to benefit. The chief reasons for non-entitlement were: "voluntarily left employment without just cause" (626 cases), "insufficient contributions while in insurable employment" (565 cases) and "discharged for misconduct" (166 cases).

A total of 18,257 persons received one or more benefit payments during July, compared with 16,921 in June and 4,753 in July, 1944. These persons were paid a total of \$602,003 for 317,628 days in July, \$579,326 for 303,443 days in June and \$135,256 for 71,035 days in July of last year.

The average duration of the unemployment compensated was, then, 17.4 days in July, 17.9 days in June and 14.9 days in July, 1944. The average amount paid per beneficiary was \$32.97 in July, \$34.24 in June and \$28.46 in July last year. The average amount paid per compensated day of unemployment was \$1.90 in July, \$1.91 in June and \$1.90 in July, 1944.

Unemployment Insurance Fund

Total employer-employee contributions during July amounted to \$5,094,565.65. This represents a decrease of 4.5 per cent from July

last year when total employer-employee contributions were \$5,334,680.55.

Benefit payments in July this year amounted to \$601,135.66, as compared with \$134,432.41 in the corresponding month last year, representing an increase of 347.2 per cent.

Total revenue for July was \$6,326,823.78. After deducting benefit payments the net increase to the Fund during the month was \$5,725,688.12.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at July 31, 1945, 2,588,434 employees were issued with Insurance books and had made contributions to the fund at one time or another since April 1, 1945, an increase of 128,748 since June 30, 1945.

As at July 31, 1945, 144,733 employers were registered as having insurable employees, an increase of 1,531 from June 30, 1945.

Registration as at July 31, 1945, by regions follows:—

TABLE 1—REGISTRATIONS AS AT JULY 31, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,437	190,499
Quebec	39,172	809,674
Ontario	53,658	1,022,482
Prairie	26,085	341,591
Pacific	14,381	224,188
Total for Canada.	144,733	2,588,434

Compliance With Mobilization Regulations No Longer Essential for Benefit

By virtue of a recent Order in Council (P.C. 5758, August 28), male applicants for unemployment insurance benefit may no longer be required to produce evidence of compliance with the National Selective Service Mobilization Regulations. The new order revokes P.C. 2222 of March 30, 1944 (L.G., 1944, p. 502).

*Material in this section is provided by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO JULY 1945

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,667	13,307
April.....	2,925	3,953	6,463	8,430
May.....	2,799	2,027	4,654	8,825
June.....	4,629	1,772	3,226	10,857
July.....	2,668	1,087	3,106	10,886
August.....	1,855	1,370	3,241	
September.....	1,118	1,013	3,715	
October.....	1,058	1,475	6,222	
November.....	1,748	2,896	11,798	
December.....	3,337	6,562	13,770	
Total.....	26,924	36,660	90,897	87,707

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, JULY, 1945

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudica- tion	Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	67	58	9	67	45	6	38
Nova Scotia.....	1,039	839	200	1,114	954	61	214
New Brunswick.....	196	162	34	348	324	30	97
Quebec.....	4,655	3,833	822	4,461	3,192	703	1,477
Ontario.....	2,582	2,190	392	2,403	1,973	346	419
Manitoba.....	750	519	231	727	606	158	91
Saskatchewan.....	391	328	63	365	336	36	32
Alberta.....	583	412	171	576	547	57	100
British Columbia.....	623	482	141	618	551	128	103
Total, Canada, July, 1945.....	10,886	8,823	2,063	10,679	8,528	1,525	2,571
Total, Canada, June, 1945.....	10,857	8,958	1,899	10,555	9,339	1,746	1,945
Total, Canada, July, 1944.....	3,106	2,569	537	3,650	3,233	1,030	781

TABLE 4.—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of July, 1944	Month of July, 1945	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	179	555	2,921
Not capable of and not available for work.....	22	46	300
Loss of work due to a labour dispute.....			36
Refused offer of work and neglected opportunity to work.....	508	36	261
Discharged for misconduct.....	23	166	804
Voluntarily left employment without just cause.....	248	626	2,725
Other reasons ⁽¹⁾	50	86	268
Total.....	1,030	1,525	7,315

⁽¹⁾ These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, JULY, 1945

Province	Number Receiving Benefit During Month	Number Commen- cing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	77	36	1,340	2,430
Nova Scotia.....	1,358	322	26,776	54,182
New Brunswick.....	299	110	5,222	10,216
Quebec.....	8,334	3,255	149,436	272,826
Ontario.....	3,202	1,750	55,710	107,573
Manitoba.....	2,071	885	34,100	65,095
Saskatchewan.....	582	304	8,546	16,230
Alberta.....	1,030	403	16,327	32,111
British Columbia.....	1,304	381	20,171	41,340
Total, Canada, July, 1945.....	18,257	7,446	317,628	602,003
Total, Canada, June, 1945.....	16,921	6,199	303,443	579,326
Total, Canada, July, 1944.....	4,753	1,609	71,035	135,256

Average duration of unemployment compensation.....17.4 days.
 Average amount of benefit paid per person.....\$32.97
 Average amount paid per compensated day of unemployment.....\$1.90

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT JULY 31, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	377	106	483
Clerical Workers.....	889	1,252	2,141
Sales Workers.....	458	776	1,234
Service Workers.....	1,041	612	1,653
Agricultural Workers and Fishermen.....	22	23	45
Food Workers.....	46		46
Textile and Clothing Workers.....	172	304	476
Loggers.....	7		7
Sawmill and Wood Operators.....	39		39
Printing Workers.....	46		46
Shoe and Leather Workers.....	5		5
Stone, Clay and Glass Workers.....	100		100
Electrical Workers.....	30		34
Coal Miners.....	23		23
Other Miners (except coal).....	181		181
Construction Workers (except carpenters).....	234		234
Carpenters.....	607		607
Machine Shop Workers and Operators.....	34	27	61
Sheet Metal Workers.....	410	938	1,348
Foundry, Smelter and other Metal Workers.....	1,437	1,073	2,510
Miscellaneous Skilled Workers.....	189		189
Automobile and Other Mechanics.....	1,951		1,951
Miscellaneous Unskilled Workers—Heavy Labour.....	2,393	3,376	5,769
Miscellaneous Unskilled Workers—Light Labour.....			
Totals.....	10,737	8,487	19,224

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT JULY 31, 1945

	19 and less		20-29		30-44		45-54		55-59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA....	669	1,099	1,696	3,961	2,404	2,487	1,624	729	921	92	34,23	119	10,737	8,487	19,224

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1945

Month	REVENUE					EXPENDITURE						
	Stamps	CONTRIBUTIONS (Gross less refunds)				Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund			
		Meter	Bulk	Miscellaneous	Total Employer and Employee							
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Total from July 1, 1941 to December 31, 1944.....	108,602,761 96	43,021,805 60	50,493,437 79	1,349,789 42	203,407,794 77	10,525,471 73	254,614,825 44	4,544,582 94	250,070,242 50			
1945												
January.....	2,828,387 24	988,675 22	1,414,265 78	50,924 80	5,282,253 04	213,345 00	6,552,048 65	545,604 35	256,076,686 80			
February.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 34	97,489 93	5,634,401 14	821,052 62	260,890,035 32			
March.....	3,402,135 65	1,059,941 63	1,488,125 78	39,568 51	6,019,771 57	1,441,374 50	8,665,100 40	1,520,675 86	268,084,459 86			
April.....	2,564,201 14	900,036 34	1,383,744 70	49,692 52	4,897,674 70	275,280 00	6,152,459 64	590,203 31	273,596,716 19			
May.....	2,691,404 87	1,079,743 91	1,398,222 29	114,442 73	5,283,813 80	2,673,807 50	9,014,384 06	671,326 41	281,939,773 84			
June.....	2,668,624 06	900,636 91	1,394,100 09	146,194 27	5,109,555 33	347,070 00	6,478,536 40	578,133 26	287,840,176 98			
July.....	2,708,632 16	911,542 29	1,391,506 92	82,884 28	5,094,565 65	213,345 00	6,326,823 78	601,135 66	293,565,865 10			
1945 Total.....	19,222,842 90	6,756,310 24	9,791,482 55	531,082 73	36,301,718 43	5,261,691 93	48,823,754 07	5,328,131 47	293,565,865 10			
Grand Total.....	127,825,604 86	49,778,115 84	60,224,920 35	1,880,872 15	239,709,513 20	15,787,163 66	303,438,579 51	9,872,714 41	293,565,865 10			

The Column "Interest on Investments and Profit on Sale of Securities" represents:—
(a) Interest received on due dates from various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.
The "Miscellaneous" column includes the following:—
Arrears of contributions from Government Departments in November 1944.
Penalties..... \$ 940,000 00
Contributions in respect of service in the Armed Forces..... 4,397 80
Miscellaneous..... 933,248 59
3,025 76
\$1,880,872 15

Proposals Laid Before Dominion-Provincial Conference

Elsewhere in this issue (p. 1280) appears a summary of the Dominion proposals laid before the Dominion-Provincial Conference on Reconstruction at its opening session.

The Dominion brief contains proposals for important changes in coverage under the Unemployment Insurance Act, and for a comprehensive supplementary scheme of Unemployment Assistance.

The changes in the Act would extend coverage to all employees in Canada as rapidly as possible; while the Unemployment Assistance scheme would in the meantime provide immediate protection for all able-bodied unemployed who are at present not covered or who have exhausted their benefit rights.

The effect of the proposals would be that the Dominion Government would undertake to provide the assurance of either a job or of a subsistence income in lieu of a job for all who are able and willing to work.

The Brief also proposes extensions in the services provided by the National Employment Service, including organized vocational guidance, and specialized work in the rehabilitation and placement of handicapped workers.

Change in Contribution Regulations

Section 10 of the Unemployment Insurance Contribution Regulations has been revoked by Order in Council P.C. 5562 dated August 21, effective September 8, 1945. In order to express the intent of the Act at greater length and to re-arrange and clarify some of the sub-sections, particularly in connection with contributable holidays, the following has been substituted therefor.

10. (1) Where the pay period is monthly or semi-monthly and a person is employed on each working day in the pay period, contributions shall be paid for.

- (a) twenty-six or thirteen days respectively in each pay period; or
- (b) the actual number of working days in a particular pay period and any day or

days in that pay period, as recognized as a holiday, for the employed person, by the employer or by statute or custom, but an employer may pay contributions in respect of a particular employed person only as provided in paragraph (a) or (b) of this subsection.

(2) Where the pay period is other than monthly or semi-monthly and a person is employed on each working day in the pay period, contributions shall be paid for each working day during the pay period and for each day or days in that pay period, recognized as a holiday, for the employed person, by the employer or by statute or custom.

(3) Where a person is not employed on each working day in a pay period, contributions shall be paid for each day on which work is done by him, or for which remuneration is payable to him whichever number of days is greater, subject to the provisions of sections eleven and twelve of these Regulations.

(4) In any case not coming within the provisions of sub-section one, two, three or five of this section, the employer shall submit to the Commission for approval a proposal for a method of determining the number of daily contributions payable, and any method proposed by an employer and approved by the Commission shall have effect as if it were specifically provided for in these Regulations and the Commission may, from time to time, rescind such approval.

(5) Where in any week, a person is employed on each of the working days or shifts which constitute the full week's work for any grade or class or shift in an occupation, or at a factory, workshop or other premises of an employer, contributions shall be paid for six days, notwithstanding the provisions of subsections one, two and three of this section.

(6) Subject to the provisions of paragraph (a) of subsection one of this section, in no case shall contributions be payable in respect of any pay period, for more than the number of days for which provision is made in the insurance book for such period.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions of appeals heard by the Canadian Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are a continuation of the series commenced in the April issue of the *LABOUR GAZETTE*, page 534, and continued

in the May issue, page 773, the June issue, page 883, July issue, page 1032, and the August issue, page 1216. They are selected on the basis of their possible precedent value for the determination of questions which may from time to time confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employ-

ers and employees alike, brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

As announced in the earlier issues, the selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-C.7.

(July 26, 1945)

HELD: Persons employed as office clerks, janitors, handymen and carpenters by the owner of several houses and apartment houses leased to tenants, are not employed in domestic service within the meaning of paragraph (f) of Part II of the First Schedule to the Unemployment Insurance Act, 1940.

TEXT OF DECISION

Dr. X of the City of Y employs a number of persons in various capacities in and about five apartment buildings and sixty or sixty-five houses in the City of Y which he owns or in which he is interested as trustee of an estate. In 1943 Auditors of the Commission called at the office from which these properties are managed and learned that Unemployment Insurance contributions were not being made.

During the next several months considerable correspondence was exchanged and further visits made by the Auditors. Dr. X refused to pay contributions under the Unemployment Insurance Act contending that he was not engaged in business and that the employees were engaged in domestic service, an excepted employment.

The matter was finally brought to a head in April, 1944, when the Commission gave its consent, pursuant to Section 70 of the Act, to the institution of summary conviction proceedings. An Information was laid and the case set down for hearing in June, 1944. After a number of adjournments, the case was argued before the Magistrate in November, 1944. During the course of the hearing, Counsel for Dr. X argued that the employment of Dr. X's employees was employment described by paragraph (f) of Part II of the First Schedule to the Act and thus excepted from the operation of Part II of the Act—or in other words—that the employment was not insurable and consequently that contributions were not required. Counsel argued that the employees were engaged in domestic service, an excepted employment, and that Dr. X's activities in connection with the management of the properties was not a "business" within

the meaning of paragraph (f) of the Schedule.

Counsel for the Commission argued that in view of the provisions of Section 46 of the Act, the Commission alone, subject to an appeal or reference to the Umpire, has authority to determine a question as to coverage under the Act and that the proper procedure would be to adjourn the case pending determination by the Commission of the question whether the employees were engaged in insurable employment. The Magistrate then adjourned the proceedings.

In accordance with Section 49 of the Act, the Commission referred to me for decision, the question whether during the relevant period, that is the period beginning July 1, 1941, and ending May 31, 1943, the employees of Dr. X were engaged in such employment as to make them insured persons.

Section 13 of the Unemployment Insurance Act is in the following terms:

Subject to the provisions of this Act, all persons who are employed in any of the employments specified in Part I of the First Schedule to this Act, not being employment specified as excepted employment in Part II of that Schedule shall be insured against unemployment in manner provided by this Act.

The first question is whether the employment is specified in Part I of the First Schedule of the Act. During the course of the hearing, it was admitted that the persons involved are employed under a contract of service and there was no argument on the point. In any event I think there can be no doubt that they are so employed.

Under Section 13 the next question to be determined is whether the employment is specified as an excepted employment in Part II of that Schedule, and that question revolves about the correct interpretation of Paragraph (f) of that Part of the Schedule which lists as an excepted employment—

- (f) Employment in domestic service, except where the employed person is employed in a club or in any trade or business carried on for the purpose of gain.

It is necessary to determine whether the employment is "employment in domestic service". If the answer to that question is in the negative then no further question arises and the employees are engaged in insurable employment, but if the answer is in the affirmative, it then becomes necessary to determine whether Dr. X is engaged in a trade or business carried on for the purpose of gain. In other words if it were found that the employees were engaged in domestic service, the employment would still be insurable employment if it were then decided that the activities in connection with the management

of these properties is a trade or business carried on for purpose of gain. The following is a list of the persons involved.

A	D	G	K
B	E	H	L
C	F	J	

The facts are quite clear. Dr. X is engaged in the management, and presumably profitable management, of a very considerable number of apartment blocks and houses. In order to carry on this rather large undertaking, he operates a small business office in one of the properties where the books are kept, payment of rentals is supervised and generally those things done which are necessary for the upkeep and management of the properties. The office is supervised or managed by a Mr. Z who is not one of the employees to which this reference refers. Z is assisted by H who is one of the employees affected. His duties as a general assistant seem to relate principally to bookkeeping, banking, buying, looking after supplies, and the performance of odd jobs as required. J is engaged on duties generally corresponding with those of H.

Then the next group of employees necessary for the successful operation of the properties includes A, B, E and G and to some extent C. These people are engaged in performing janitor services in the apartment blocks. They look after the fires, empty the ashes, remove garbage, mow the lawns and generally do the things normally expected of a janitor in an apartment block.

Then the third group includes D, K, and again to some extent C, also mentioned in the previous group. During the hearing those in this group were referred to as handymen, and I think the description quite apt. These men work about the various properties, doing carpentry, decorating, repairs, snow shovelling, and generally whatever is necessary to keep the properties in a proper state of repair.

There are two persons in the list of employees given above who are not included in the three groups, namely, L and F. The Commission during the course of the proceedings abandoned any claim in respect of L as it appears that he is not an employee and perhaps falls in the category of an independent contractor. Similarly it was shown quite clearly that F is engaged almost exclusively in the personal services of Dr. X and attends to his personal requirements, and quite clearly he comes within the term "domestic service", whether it be given a narrow or wide interpretation. The difference between the service rendered by F and the other employees is worth noting and will be mentioned again.

Turning then to a consideration of the nature of the duties and services performed by the three groups, that is the office staff, the janitors and the handymen, certain factors are common to all groups. While on occasion any of them may perform some personal service for Dr. X at his own residence or elsewhere, that is not the general nature of the work. In all cases the work in these various categories has to do with the management and up-keep of the numerous properties leased to the tenants of the owner. While copies of the standard lease in use in rental of the houses or apartments were not put in evidence, it is clear that the owner or trustee, Dr. X, leases the properties to tenants subject to the usual conditions. The landlord keeps the houses and apartments in an habitable condition, and in respect to the apartments, undertakes in addition, as is customary, to provide the usual janitor services and for these purposes he engages the staff already described. There is no direct relationship between Dr. X's employees and his tenants, the employees all being responsible only to Dr. X, the employer, for the satisfactory performance of their duties.

The employees do not ordinarily render any personal service to the employer and are not resident in or part of his domestic establishment, although some of them are his tenants. Does this employment come within the meaning of "employment in domestic service" as that term is used in paragraph (f) of Part II of the First Schedule to the Act? Counsel for Dr. X cited a number of interesting English and Irish authorities in which a similar term in the Unemployment Insurance Act of Great Britain was under discussion as well as some other cases where a more or less similar problem arose. Those authorities are useful and due regard must be had to the decisions where the conditions are analogous. Considerable stress was laid on the fact that the terminology of the British Act and of the Canadian Act is almost identical, but we must not lose sight of the fact that the term in question is one appearing in the Canadian Act, and the Act must be interpreted in light of Canadian conditions.

The Act itself does not expressly provide an answer. The term is not included in the interpretation section and no special or technical meaning is ascribed to it. The term "domestic service" must therefore be given its usual meaning under the conditions which exist in this country. For such light as they may throw on the question, I shall refer briefly to some of the cases cited by Counsel for Dr. X. Undoubtedly the leading case to which my attention was directed is *in re Junior Carlton Club* (1922) 1 K.B. 166, and

it does contain a good statement of the essential characteristics of domestic service which in large part is applicable to the conditions existing in this country. Roche J. put it this way "But if I had, in my own words, to describe what are the characteristics of such a servant I should express it, and do express it for present purposes, in the way that I sought to express it in the course of the argument in this case—namely, that domestic servants are servants, whose main or general function it is to be about their employers' persons or establishments, residential or quasi-residential, for the purpose of ministering to their employers' needs or wants, or to the needs or wants of those who are members of such establishments, or of those resorting to such establishments, including guests".

In that case Roche J. had to decide whether servants of a club were engaged in domestic service within the meaning of that term as used in the British Unemployment Insurance Act, and after stating his opinion as to the characteristics of such a servant, went on to find that the club servants were engaged in domestic service. I have some doubt that the British "club" is in all respects comparable with the majority of "clubs" in this country but in any event the statement of Roche J. is not so broad as to include the employees of Dr. X. The essential elements required by Roche J. are entirely lacking in this case. Here there is no element of personal service and the service was not rendered at the employer's "establishment". True the services were rendered in and about the premises owned by the employer but in no other sense were these premises the residential or quasi-residential establishments of Dr. X. Rather they were the residences of Dr. X's tenants and there was no contractual relationship whatever between Dr. X's employees and the tenants.

My attention was also directed to *in re Vellacott* (1922) 1 K.B. 466, *Cameron v. Royal Ophthalmic Hospital* (1940) 4 A.E.R. 439 and *Pile v. Minister of Industry and Commerce* (1942) I.R. 1932, but these cases add nothing to the principle so clearly enunciated in *in re Junior Carlton Club*. As a matter of fact the *Pile* case while purporting to follow the principles stated by Roche J. in the *Carlton* case seems to have lost sight of those essential elements of personal service to the employer or to those resorting to the employer's residential or quasi-residential establishment. In that case, as in the case before me, the establishment was the "establishment" of the employer only in the sense that he was the owner and that clearly was not the sense in which Roche J. used the term in *in re Junior Carlton Club*.

In the case before me I find that both of the essential factors necessary to establish that the employment was employment in domestic service are entirely lacking. It is amply clear that the employees were not engaged in ministering to their employer's needs or wants or to the needs or wants of those resorting to the residential or quasi-residential establishment of the employer and it is equally clear that the various houses and apartments were not the residential or quasi-residential establishments of the employer.

I therefore find that during the period beginning July 1, 1941, and ending May 31, 1943, Messrs. A, B, C, D, E, H, J, K, and Mrs. G were not engaged in "domestic service" within the meaning of that term as used in paragraph (f) of Part II of the First Schedule to the Unemployment Insurance Act, 1940, and that consequently the employees mentioned were not employed in an excepted employment and that they were engaged in employment specified in Part I of the First Schedule of the Act and that they were insured against unemployment as provided by Section 13 of the Act.

(Sgd.) LUCIEN CANNON,
Umpire.

CU-B.7

(October 9, 1943)

A claimant, who was laid off temporarily for three weeks due to lack of work, made a claim for benefit, but stated that she would not be available for three weeks because she intended to wait until the firm where she was working resumed operation,—HELD: the claimant is not available for work within the meaning of Section 28 (iii) of the Unemployment Insurance Act, 1940.

The material facts of the case are as follows:—

The claimant, a single woman aged 49 years, was employed continuously as a milliner by a hat shop from February, 1936 to July 17, 1943. She was laid off temporarily for three weeks due to lack of work.

Upon making her claim at a local office, the claimant signed the following statement: "Regarding my claim for insurance benefits I declare that I am not available for work, for three weeks from this date, because I intend to wait until the place where I was working before will open again."

The Insurance Officer disallowed her claim on the grounds that she was not available for work (Section 28 (iii)). There was no question of any offer of suitable employment, temporary or otherwise.

The claimant appealed from this decision to the Court of Referees.

The Court of Referees did not uphold the Insurance Officer's decision and allowed the claim in a majority decision, the Chairman dissenting. The Court held that the claimant had just cause for refusing temporary employment elsewhere. The Chairman held, however, that the claimant was not available for work as she preferred to wait to re-enter her old employment after the period of slackness was over.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons that:—

Section 28 (iii) of the Unemployment Insurance Act, 1940, must govern the case. A Claimant, in order to receive benefit, must be capable of and available for work but unable to obtain suitable employment; the claimant was not available for work, upon her own written admission.

*Administration of Insurance Branch, Unemployment Insurance Commission**

THE Insurance Branch of the Unemployment Insurance Commission is engaged specifically in administering those provisions of the Act which are intended to apply insurance principles and techniques to the uncertainties of unemployment. The duties involved in this task fall very readily into the following four groups, which operate as separate divisions under the direction of the Chief Insurance Officer. Under the administrative procedure adopted by the Commission, whereby all operations are conducted through five regional offices, the Insurance divisions at the Head Office maintain parallel contact with the equivalent divisions of the branch in the regional offices, for the purpose of supervising the duties allotted to them in connection with the insurance features of the plan.

1. Coverage Division

The scope of the Unemployment Insurance scheme is defined by a series of limiting conditions, specifically enumerated in the Act, which have to be fulfilled either by the persons or by the employment which it is intended to include within the plan. The Head Office Coverage Division is responsible for conducting the necessary research work to provide the background for the administrative rulings which are issued from time to time by the Commission relative to the scope of the Act. These rulings are handed down in the nature of opinions arrived at on the basis of the information supplied when inquiries are received on a matter of coverage. At the regional level, only those questions are dealt with which can be clearly answered in the light of the decisions already given by the Com-

mission and all such replies are subsequently reviewed at the Head Office division. This strict control over the issuing of coverage opinions is necessary in order to maintain a high standard of accuracy and consistency in coverage rulings throughout the Dominion. If the inquirer is not satisfied with the opinion which has been given in any particular case, he is entitled to ask for a formal decision by the Commission, which thereupon orders the Coverage Division to make a special investigation of all aspects of the problem. Persons aggrieved by the formal decision of the Commission may appeal to the Umpire for a decision. The decision of the Umpire is final.

Since the Governor in Council, on the recommendation of the Commission, is empowered to extend coverage under the Act, chiefly by withdrawing the exceptions granted in Part II of the First Schedule to certain persons and types of employment, the Coverage Division, both at Head Office and in the regional offices, is called on from time to time to supervise the carrying out of field surveys in certain areas or in certain industries in order that the Commission may be in a position to consider the advisability of providing protection against the hazards of unemployment to a larger field of employees.

The Commission is at all times anxious to keep abreast of the social thinking throughout the world. To achieve this object the Coverage Division undertakes a constant study of the various social security systems adopted in other countries. Apart from the up-to-date social information which is thus made available, this aspect of the division's work is particularly important in view of the fact that the Commission may at times deem it advisable to recommend to the Dominion Government that an agreement be entered

*The above is the second article in the series dealing with the Administration of Unemployment Insurance in Canada. The first article was published in the August issue of the Labour Gazette.

into with the Government of some other country to establish reciprocal arrangements on questions relating to unemployment insurance.

2. Contribution Division

The Act requires that the Insurance Fund shall be built up both from monies provided by Parliament and by contributions received partly from employed persons and partly from the employers of those persons. The Head Office Contribution Division of the Insurance Branch is responsible for supervising the operation of the techniques which have been authorized for the collection of these contributions—viz: insurance stamps, meter impressions and cash paid in direct to the fund through a bulk-payment plan. The Commission has issued regulations governing the manner, time and conditions under which contributions are to be made and it is the duty of the Contribution Division to see that these regulations are reduced to clear and concise instructions for the direction of the employer. The Commission has, by regulation, provided for the refunding of contributions which have been made in error. As this step affects not only the financial rights of the employer but also the status of the employee as an insured person, the Contribution Division is called on to make a thorough examination of all claims for refund before recommending them to the Commission for payment.

In the regional offices, the division, in addition to being responsible for the registration of employers and employees and for the issue, custody and replacement of insurance books, is also closely associated with the detailed procedure which is necessary before a claim can be approved for payment. In order that unemployed persons may receive benefit payment at the local offices without any undue delay, the Regional Contribution Division must be so organized and conducted that the rate and duration of benefit may be computed quickly and accurately according to the ratio rule laid down in the Act. After the insurance books have been renewed at the end of each fiscal year, they are forwarded to the Contribution Division at the regional office where they are filed by insurance numbers before being "processed"—i.e., the number of days of insurable employment and the amount of the employee's daily contribution, as shown by the stamps or meter impressions in each book, are transferred to an individual record card for handy reference whenever a claim for benefit is filed.

3. Audit Division

The Audit Division is entrusted with the task of ensuring that unemployment insurance

contributions are properly made in respect of all insurable employees in the Dominion. Unless contributions are made by all employers of insurable employees, the actuarial foundation of the insurance plan may be seriously jeopardized. On the other hand although the employee is entitled to examine his insurance book periodically in order to determine that contributions have been made on his behalf, it is not expected that this right will be generally exercised. Moreover, since contributions are the bases of benefit claims, irregularities result in subsequent incorrect benefit payments and may occasion serious adjustment problems. Accordingly the field staff of auditors is engaged in making regular periodical examinations of the books and records of all employees subject to the legislation with the two-fold objective of protecting the Insurance Fund and safe-guarding the employees' benefit rights.

In addition to their regular audit duties, this field staff are frequently requested to conduct special investigations concerning wage scales and working conditions in certain areas and also to carry out, in close co-operation with the Coverage Division, special surveys which have been recommended by the Commission in connection with specific aspects of the scope of the Insurance plan.

From their close relations with the employers, the members of the Audit Division are in a position not only to create good-will towards the plan but also to promote the work of the employment service, (which is the main-spring of the whole scheme), by pointing out generally how the employers' interests may be served by the facilities made available by the Commission. It is with good reasons, therefore, that the Audit Division has been called "the eyes and ears of the Commission".

4. Claims Division

Insured workers who are unemployed and have fulfilled the conditions laid down in the Act are entitled to benefit—that is, a weekly cash payment for a specific number of weeks. The Claims Division supervise these payments and are responsible for seeing that each claimant is assured his statutory rights under the plan. However, since three groups contribute to the Insurance Fund, all three have an interest in its proper administration. Therefore, in dealing with an individual claim, the rights not only of the employee but also of the other contributors must be considered. It is the duty of the Claims Division to see that this proper balance is maintained by instituting procedures whereby justice is done to the claimants without any danger of unwarranted claims being paid from the Fund.

This division functions mainly through the net-work of claims offices which are located at strategic employment points throughout the Dominion. Benefit claims are accepted at these offices and forwarded to the Regional Claims Division for adjudication. At this level a thorough examination is made of the conditions which surrounded the employee's separation from his employment before the claim is approved for payment. Detailed instructions explanatory of those sections of the Act and Regulations which govern the payment of claims are given to each regional

claims office by the Head Office Claims Division in order to insure that no element of bias may creep into the interpretation of the law and also, since the claimant may be dependent on his benefit payment in order to meet ordinary expenses, that settlements are made in a prompt and efficient manner. When a claim for benefit is disallowed by the Claims Division, the claimant has a right to appeal to a court of referees. However, in certain cases a claimant may appeal the decision of a court of referees to the Umpire, whose decision is final.

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment in Canada.

The employment situation at the beginning of July, 1945, as reported by employers.—There was an increase in industrial activity at the beginning of July. The number then added to the working forces, however, was abnormally small, being less than one-tenth of the average gain at July 1 in the period, 1921 to 1944, according to reports received by the Dominion Bureau of Statistics.

The index number of employment stood at 175.4 as compared with 175.3 at June 1, and 183.5 at July 1, 1944. In 1943, the July index was 183.7, while that in 1942 was 175.7. With these exceptions, the latest index is the highest for July in the years since 1920.

The Bureau's report was tabulated from reports received from 15,683 firms having a combined working force of 1,792,125 men and women, as compared with 1,790,204 at June 1, a gain of 0.1 per cent. This was accompanied by a rise of 0.9 per cent in weekly payrolls.

The weekly average per capita earnings was \$32.34 at July 1, as compared with \$32.10 at June 1 and \$31.72 at July 1, 1944.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit increased slightly during July, the number being 10,886, as compared with 10,857 in June, 1945 and 3,106 in July, 1944.

Report on employment conditions, August, 1945.—At August 23 Canada's manpower needs, exclusive of agriculture, totalled 128,321 (89,679 men and 38,642 women). An increase of 579 was evident in the five weeks since July 19, when requirements totalled 127,742. The decline in the labour demands for war production following V-J Day was offset by sharp increases in the manpower

needs of civilian industries. The supply of available labour, as indicated by the number of applicants registered at employment offices but not yet referred to jobs showed a considerable increase, and at August 24 totalled 52,998 (35,344 men and 17,654 women) due largely to a marked rise in the number of male applicants required.

Applications for Employment; Vacancies, and Placements, July, 1945.—Reports received from National Employment Offices of the Unemployment Insurance Commission during the five-week period June 29 to August 2, 1945, showed a decline in business transacted both when compared with the previous four weeks and with the four weeks June 30 to July 27, 1944, this computation being based on the average number of placements recorded daily. Manufacturing was mainly responsible for the decrease under the first comparison and manufacturing, services and trade under the second. Construction and agriculture showed increases under both comparisons. Vacancies during the five weeks under review numbered 228,890, applications 215,073 and placements in regular and casual employment 137,510.

Unemployment in Trade Unions.—The percentage of unemployment among trade union members decreased slightly to 0.5 at the close of the quarter ended June 30. At the end of the previous quarter the percentage was 0.7 and at the end of June, 1944, was 0.3.

The June, 1945, figure was based on reports received from 2,238 local labour organizations, having a total membership of 414,150.

Total employment in Canada.—A preliminary estimate of Canada's total manpower distribution made by the Research and Statistics Branch of the Department of Labour indicates that at April 1, 1945, 4,296,000 persons 14 years of age and over were gainfully occupied, of whom 3,246,000 were in non-agricultural industry, including 901,000 in war industry. In addition there were 762,000 persons in the Armed Forces.

The Employment Situation at the Beginning of July, 1945, as Reported by Employers

IN accordance with the trend indicated at July 1 in 24 of the preceding years since 1920, there was an increase in industrial activity at the beginning of July, 1945; the number then added to the working forces, however, was abnormally small, being less than one-tenth of the average gain at July 1 in the period, 1921-1944. This was due in part to an important contra-seasonal recession in manufacturing as a result of curtailment in war production, and in part, to the fact that employment generally in the non-manufacturing industries, for various reasons, showed advances that were decidedly less-than-usual at the beginning of July.

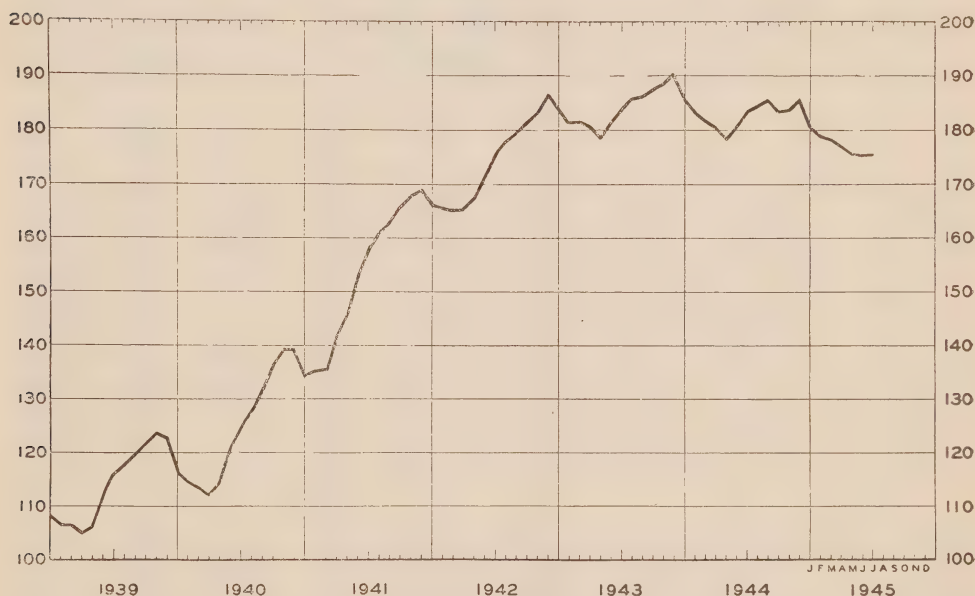
The 15,683 co-operating employers reported a staff of 1,792,125 men and women; as compared with 1,790,204 at June 1, there was

July in the years since 1920. Since the advance at the date under review was below-average for the early summer, there was a decline in the seasonally-corrected index, which fell from 175.3 at June 1, to 172.1 at the beginning of July. This is the sixth successive reduction in the adjusted index.

A brief review of the results of the most recent survey of employment and payrolls shows that there was moderate improvement in all provinces except New Brunswick and Quebec, in both of which substantial declines of a seasonal character took place in logging. Industrially, there was in the Dominion as a whole a marked contraction in manufacturing and logging, while heightened activity was indicated in mining, communications, transportation and storage, construction and main-

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



a gain of 1,921 persons, or 0.1 per cent, which was accompanied by a rise of 0.9 per cent in the weekly payrolls. Based on the 1926 average as 100, the index number of employment stood at 175.4, as compared with 175.3 in the preceding report, and 183.5 at July 1, 1944. In 1943, the July 1 index was 183.7, while that in 1942 was 175.7. With these exceptions, the latest index is the highest for

tenance, services and trade; financial institutions also reported increased employment. The largest gain was that of some 12,200 workers in construction; as a result of the prevailing shortages of labour and materials, this was considerably less-than-usual for July 1 in the experience of the last 25 years. This was also the case in transportation, in which activity nevertheless reached a new maximum.

On the other hand, the advances in mining and communications were unusually great.

Within the manufacturing division, the most pronounced shrinkage was again indicated in the production of durable manufactured goods, from which some 6,450 men and women were released. In the iron and steel-using division, the number laid off by the co-operating establishments approximated 6,000, and a reduction of over 4,000 was reported by non-ferrous metal plants. The lumber industry showed considerable seasonal improvement, however, and there was a smaller gain in electrical apparatus manufacturing. In the non-durable goods category, employment in chemical works was decidedly curtailed, there being a loss of about 9,600 employees, due to a cancellation of war orders. There was a small reduction in textiles, in which the decrease was decidedly less than usual for July 1; tobacco and leather

factories were also rather slacker. Most of the remaining divisions of manufacturing reported expansion, partly seasonal in character. The largest increases on the whole, were in food, lumber, pulp and paper, electrical apparatus and petroleum plants, and in central electric stations.

The statistics of the present report depict conditions existing about midway between V-E and V-J Days. In a recent reconstruction of the monthly survey which had been made at September 1, 1939 (embodying revisions and industrial reclassifications in the data originally furnished, and including material, since obtained, for firms who did not report at the time), it was ascertained that the establishments whose employees numbered 1,792,125 at the date under review, had employed 1,229,255 men and women at the outbreak of war. Between September 1,

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision).

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	135.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	135.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.37	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.0	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.2	32.88
July 1.....	114.9	144.5	32.34	123.2	156.3	32.98

¹This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

represents a rise of 76.7 per cent during the period between September 1, 1939, and July 1, 1945; in the non-manufacturing divisions taken as a whole, the gain amounts to some 91,300 persons, or 14.9 per cent. The only important decline among the major industries in the period between September 1, 1939, and July 1, 1945, was that of approximately 46,000 workers, or 24.3 per cent in construction, and of some 11,500, or 14.3 per cent in mining.

Payrolls

As already stated, the minor advance in industrial employment at the first of July as compared with June 1 was accompanied by a rise in the weekly salaries and wages distributed in the eight leading industries; these rose from \$57,458,150 in the last report, to \$57,963,883 at the date under review, or by 0.9 per cent. The relatively larger increase in the payrolls than in the personnel was partly due to the fact that the June 1 figures had in many cases been lowered by the loss of working time on Victoria Day, observed in some centres as a holiday. On the other hand, the fairly general observance of St. Jean Baptiste Day as a holiday in Quebec

affected the earnings reported at the beginning of July. The weekly average per employee was \$32.34, 24 cents higher than that of \$32.10 at the first of June; the per capita figures at July 1 in earlier years of the record were as follows:— 1944, \$31.72; 1943, \$30.97; 1942, \$28.49 and 1941, \$25.49. In the last four years, there has thus been an increase of 26.9 per cent in the average weekly earnings of the persons in recorded employment. The latest average was exceeded by those at March 1 and May 1 of the present year, and April 1 and October 1, 1944, but is otherwise the highest in the record.

Table II summarizes the July 1 statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the leading cities, and gives comparisons with June 1, 1945, and July 1, 1944 and 1943, where available. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period for which the payrolls statistics are on record. The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100; to facilitate comparisons of the

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
July 1, 1929.....	124.7	117.9	.....	.....	.....	119.4	127.2	136.7	.....	.....	.....	118.2
July 1, 1930.....	118.9	141.1	.....	.....	.....	116.3	116.9	120.4	.....	.....	.....	113.5
July 1, 1931.....	103.8	109.4	.....	.....	.....	103.2	102.7	108.9	.....	.....	.....	97.9
July 1, 1932.....	88.7	96.4	.....	.....	.....	86.6	89.2	90.5	.....	.....	.....	83.7
July 1, 1933.....	84.5	89.9	.....	.....	.....	83.0	85.0	85.0	.....	.....	.....	81.8
July 1, 1934.....	101.0	100.4	.....	.....	.....	94.1	109.9	94.1	.....	.....	.....	94.1
July 1, 1935.....	99.5	106.7	.....	.....	.....	94.8	102.7	96.3	.....	.....	.....	99.5
July 1, 1936.....	104.6	111.7	.....	.....	.....	101.6	106.2	101.9	.....	.....	.....	104.8
July 1, 1937.....	119.1	135.8	79.7	138.3	136.1	118.0	122.2	104.0	100.3	110.2	105.7	117.1
July 1, 1938.....	113.5	116.7	104.6	126.6	105.4	119.9	114.0	99.8	96.5	102.0	102.9	108.0
July 1, 1939.....	115.8	115.9	108.7	129.9	99.3	124.0	114.7	104.0	98.5	107.0	110.0	111.0
July 1, 1940.....	124.7	124.0	102.2	135.3	111.5	126.6	129.6	112.4	106.8	117.5	117.6	114.8
July 1, 1941.....	157.4	163.9	108.5	183.2	143.3	161.8	165.3	132.5	128.9	133.7	137.3	139.2
July 1, 1942.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.9
July 1, 1943.....	183.7	184.7	112.4	203.1	165.8	198.6	184.9	141.6	138.3	135.6	150.8	191.9
Jan. 1, 1944.....	183.5	187.8	136.7	205.5	168.5	195.3	185.1	148.4	144.0	143.2	158.5	187.5
Feb. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Mar. 1, 1945.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Apr. 1, 1945.....	176.9	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
May 1, 1945.....	175.5	180.5	121.0	192.3	169.2	185.2	183.0	141.2	137.3	132.2	153.2	173.0
June 1, 1945.....	175.3	183.1	113.9	196.7	170.1	184.9	180.1	139.3	135.2	132.0	150.3	172.4
July 1, 1945.....	175.4	177.7	121.8	191.9	170.7	184.3	178.9	141.8	137.6	136.5	151.6	175.5
Relative Weight of Employment by Provinces and Economic Areas at July 1, 1945....	100.0	7.6	.1	4.6	2.9	30.3	41.5	11.2	5.1	2.3	3.8	9.4

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated areas, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	July 1 1945	June 1 1945	July 1 1944	July 1 1940
Manufacturing	60.6	207.0	209.0	225.8	130.3
Animal products—edible.....	2.6	224.5	218.6	235.3	151.6
Fur and products.....	.2	143.1	141.0	126.8	119.8
Leather and products.....	1.6	139.6	140.1	137.5	110.3
Boots and shoes.....	1.0	129.2	128.2	126.3	107.7
Lumber products.....	3.9	129.8	124.0	128.0	102.6
Rough and dressed lumber.....	2.2	110.6	104.7	107.4	98.3
Furniture.....	.7	128.8	126.6	129.8	91.8
Other lumber products.....	1.0	203.5	199.7	203.4	127.0
Musical instruments.....	.03	28.0	28.2	30.1	63.9
Plant products—edible.....	2.9	159.8	155.6	163.1	126.8
Pulp and paper products.....	5.1	145.3	141.5	137.2	118.7
Pulp and paper.....	2.2	132.8	128.2	125.2	113.5
Paper products.....	1.0	218.9	213.5	208.6	143.2
Printing and publishing.....	1.9	137.0	134.8	128.9	117.0
Rubber products.....	1.3	181.0	181.1	164.2	108.2
Textile products.....	7.6	157.2	157.8	156.5	139.7
Thread, yarn and cloth.....	2.7	137.1	136.9	156.6	154.4
Cotton yarn and cloth.....	1.2	107.4	107.3	110.7	121.7
Woolen yarn and cloth.....	.7	170.6	168.4	167.5	187.6
Artificial silk and silk goods.....	.6	615.3	621.3	591.1	474.7
Hosiery and knit goods.....	1.2	146.6	145.5	146.6	136.7
Garments and personal furnishings.....	2.8	159.6	160.9	157.8	131.8
Other textile products.....	.9	166.3	170.5	167.4	123.7
Tobacco.....	.6	122.0	124.2	123.6	100.0
Beverages.....	.8	265.7	259.2	246.7	179.7
Chemicals and allied products.....	3.3	469.5	544.4	604.8	199.6
Clay, glass and stone products.....	.9	141.7	138.2	139.0	107.3
Electric light and power.....	1.1	154.2	147.8	145.7	139.7
Electrical apparatus.....	2.4	291.3	287.5	332.1	151.6
Iron and steel products.....	21.5	281.9	287.3	331.6	128.1
Crude, rolled and forged products.....	1.9	243.4	242.4	252.7	158.6
Machinery (other than vehicles).....	1.3	216.4	215.7	223.0	139.0
Agricultural implements.....	.7	144.7	142.3	126.9	80.9
Land vehicles and aircraft.....	8.6	243.6	250.3	303.0	111.1
Automobiles and parts.....	2.3	277.4	278.0	292.9	144.2
Steel shipbuilding and repairing.....	3.5	1,252.8	1,234.5	1,508.7	253.8
Heating appliances.....	.3	189.2	192.3	167.2	122.6
Iron and steel fabrication (n.e.s.).....	.9	259.6	264.7	291.1	150.6
Foundry and machine shop products.....	.6	228.8	229.0	232.9	131.1
Other iron and steel products.....	3.7	307.2	319.9	377.9	140.9
Non-ferrous metal products.....	2.7	346.8	375.3	445.9	184.5
Non-metallic mineral products.....	1.0	223.5	215.7	220.6	173.7
Miscellaneous.....	1.1	184.6	340.7	376.3	150.6
Logging	3.1	148.6	201.1	175.4	121.4
Mining	3.9	148.6	144.6	153.1	167.2
Coal.....	1.4	61.6	92.2	95.9	85.8
Metallic ores.....	1.8	246.9	247.5	269.9	352.8
Non-metallic minerals (except coal).....	.7	179.8	163.2	165.4	155.9
Communications	1.8	118.7	115.5	110.0	89.4
Telegraphs.....	.4	130.8	126.8	131.3	103.3
Telephones.....	1.4	115.1	112.1	104.2	85.6
Transportation	9.1	126.3	125.9	124.4	93.7
Street railways and cartage.....	2.7	192.7	190.7	186.8	134.5
Steam railways.....	4.9	107.7	107.9	106.7	81.8
Shipping and stevedoring.....	1.5	117.8	118.3	119.2	93.2
Construction and Maintenance	8.0	112.7	103.1	110.8	105.0
Building.....	2.4	98.5	90.7	90.7	79.9
Highway.....	3.3	146.9	131.8	151.3	152.7
Railway.....	2.3	96.0	89.6	93.9	86.2
Services	2.9	208.9	202.4	207.7	149.2
Hotels and restaurants.....	1.9	210.3	201.4	206.6	145.7
Personal (chiefly laundries).....	1.0	206.3	204.5	209.6	155.3
Trade	10.6	172.0	171.1	161.2	142.8
Retail.....	7.7	177.8	177.4	167.5	148.6
Wholesale.....	2.9	157.8	155.9	145.3	127.8
Nine Leading Industries	100.0	175.4	173.5	183.5	124.7
Finance		129.6	129.0	125.7	114.4
Banks and trust companies.....		133.2	133.0	130.0	108.4
Brokerage and stock markets.....		190.9	178.3	139.8	180.2
Insurance.....		121.3	120.8	119.1	118.2
Total—Nine Leading Industries		173.2	173.1	180.7	124.1

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100.

Table I indicates that in the period for which payroll data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 14.9 per cent, while the aggregate weekly earnings of those workers are higher by 44.5 per cent. Including finance, the gain in employment from June 1, 1941, to July 1, 1945, amounted to 14.8 per cent, and that in payrolls, to 43.9 per cent. The explanation previously given for the greater rise in the salaries and wages than in the numbers employed may again be stated:— (1) the war-time concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944, (3) the progressive upgrading of employees as they gain experience in their work and (4) the payment of higher wage-rates in an important number of cases.

As has previously been pointed out, the influence of the war has resulted in particu-

larly marked expansion in employment and payrolls in factories, in which the rate of acceleration during the period of observation has been decidedly greater than in the non-manufacturing industries. Thus in spite of recent cut-backs, the index of employment in manufacturing at July 1 was 23.2 per cent higher than at June 1, 1941, while the payrolls in the same period have advanced by 56.3 per cent, proportions decidedly exceeding those given above for the eight leading industries. The factors already stated as influencing the general trends have had an even greater effect in the case of manufacturing.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Report on Employment Conditions, August, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

WHILE the overall manpower needs of Canadian industries showed little change during August, the sharp decline in the labour needs of war plants following V-J Day was largely offset by a marked rise in the requirements of the long under-staffed civilian industries. The demand for workers in all industries exclusive of agriculture totalled 128,321 (89,679 male and 38,642 female) at August 23, only slightly more than the 127,742 workers required at July 19, five weeks earlier. However, the labour situation is considerably easier than at August 24, 1944, the corres-

ponding reporting date last year, when there was a need for 150,356 workers. During the month male labour requirements showed a decrease of more than 4,600, but this decline was more than offset by a corresponding rise in female labour demand. Although the need for workers in the mining, transportation, and trade, finance and service industry groups dropped sharply, the extensive housing program and the urgent demand for building materials have greatly increased the manpower requirements of the construction and logging industries. A marked seasonal rise in the labour needs of the food processing industry increased the Net Labour Demand ¹ in the manufacturing group, in spite of the declining requirements of war industries. Table I shows

¹ *Net Labour Demand* is calculated by deducting unconfirmed referrals from unfilled vacancies. *Unfilled Vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated. *Unconfirmed Referrals* are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

TABLE I.—NET LABOUR DEMAND BY INDUSTRY AND BY SEX AS AT AUGUST 23, 1945

(excluding Agriculture)

Industry	Male	Female	Total	Change from July 19, 1945	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	2,437	1	2,438	— 974	—28.5
Lumber.....	4,395	11	4,406	+ 299	+ 7.3
Other Logging.....	757	1	758		
Total.....	7,589	13	7,602	— 675	— 8.2
Mining and Manufacturing—					
Coal Mining.....	1,801		1,801	+ 319	+21.5
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	459	42	501	— 28	— 5.3
Nickel.....	19	4	23	—1,796	—98.7
Other Base Metals.....	994	8	1,002	— 16	— 1.6
Other Mining and Oil Producing.....	1,085	10	1,095	— 90	— 7.6
Aircraft and Parts.....	1,145	166	1,311	— 855	—39.5
Shipbuilding and Repairs.....	819	39	858	—1,105	—56.3
Guns and Ammunition.....	746	264	1,010	— 116	—10.3
Mechanical Transport and Armoured Fighting Vehicles.....	540	74	614	— 371	—37.7
Secondary Metal Industries (excluding Machinery and Equipment).....	3,274	431	3,705	— 89	— 2.3
Electrical Machinery and Equipment.....	529	281	810	— 156	—16.2
Other Machinery and Equipment.....	2,250	173	2,423	— 450	—15.7
Chemicals and Non-Metallics.....	1,871	419	2,290	+ 120	+ 5.5
Food Processing.....	4,954	2,864	7,818	+3,050	+64.0
Textiles and Products.....	2,904	4,880	7,784	+1,335	+20.7
Wood Products.....	2,967	135	3,102	— 199	— 6.1
Pulp and Paper.....	569	132	701	+ 204	+41.0
Rubber and Leather.....	1,040	661	1,701	+ 275	+19.3
Other Manufacturing.....	389	272	661	— 18	— 2.7
Total.....	28,355	10,855	39,210	+ 14	
Construction.....	8,502	42	8,544	+1,373	+19.1
Transportation.....	6,309	293	6,602	—1,489	—18.4
Other Public Utilities.....	856	477	1,333	— 354	—21.0
Public and Professional Service.....	2,276	2,528	4,804	— 68	— 1.4
Trade, Finance and Other Service.....	3,745	7,242	10,987	— 598	— 5.2
Total A and B Priority Industries.....	57,632	21,450	79,082	—1,797	— 2.2
C and D Priority Industries—					
Logging.....	4,759	8	4,767	+1,034	+27.7
Mining.....	635	7	642	— 464	—35.5
Manufacturing.....	6,682	10,087	16,769	+3,679	+28.1
Construction.....	8,397	36	8,433	— 751	— 8.2
Public Utilities.....	472	35	507	+ 15	+ 3.0
Trade.....	4,283	2,585	6,868	+ 247	+ 3.7
Finance and Insurance.....	1,212	514	1,726	— 132	— 7.1
Service.....	5,407	3,920	9,327	—1,252	—11.8
Total C and D Priority Industries.....	32,047	17,192	49,239	+2,376	+ 5.1
GRAND TOTAL.....	89,679	38,642	128,321	+ 579	+ 0.5

TABLE II.—NET LABOUR DEMAND AND UNREFERRED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT AUGUST 24, 1945

Occupational Group	Net Labour Demand			UnREFERRED Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,569	313	1,882	2,476	341	2,817
Clerical Workers.....	1,577	3,698	5,275	3,153	3,764	6,917
Sales Workers.....	1,927	1,510	3,437	2,031	2,014	4,045
Service Workers.....	3,396	10,085	13,481	2,030	2,137	4,167
Fishermen.....	42		42	33		33
Skilled and Semiskilled Workers.....	41,450	9,553	51,003	12,565	3,454	16,019
Textile and Clothing Workers.....	1,874	7,367	9,241	178	683	861
Loggers.....	10,383		10,383	113		113
Miners.....	2,067		2,067	133		133
Construction Workers.....	9,214		9,214	1,628		1,628
Metalworkers.....	4,440	119	4,559	3,901	1,148	5,049
Other Skilled and Semiskilled Workers.....	13,472	2,067	15,539	6,612	1,623	8,235
Unskilled Workers.....	33,275	12,590	45,865	13,056	5,944	19,000
Total.....	83,236	37,749	120,985	35,344	17,654	52,998

Net Labour Demand, by main industry group and by sex, as at August 23, with absolute and percentage change in total demand during the past month.

The supply of available labour totalled 52,998 (35,344 men and 17,654 women) at August 24, as compared with 48,872 five weeks earlier. The immediate effects of layoffs from war plants are evident in the sharp rise in labour supply during the week August 17 to August 24; in that period the number of male applicants showed an increase of 3,836 while the supply of female labour rose by 654. It is significant that skilled and semiskilled workers accounted for two-thirds of the increase in male applicants. Some of the women workers released from war jobs are withdrawing from the labour market permanently, while others intend to take extended vacations before seeking new employment. The supply of unrefereed applicants², both male and female, will continue at a high level during the transition to peacetime production, as workers released from war plants, together with discharged service personnel, are seeking employment in which their acquired skills can be utilized. Table II shows labour demand and supply by main occupational groups and by sex, as at August 24, 1945.

Net Labour Demand in A and B Priority Industries

Sixty-two per cent of the total labour demand at August 23 was in high priority industries, where 79,082 workers were needed; this was almost 1,800 less than the number required at July 19. Decreases were reported by all regions except the Prairies, where demand rose slightly due to the increased manpower requirements of the meat packing houses. While male labour demand decreased by more than 4,000, this decline was partially offset by an increase in the demand for female workers.

Logging

The demand for loggers, although showing a slight decrease in the five weeks under review, remains high, with 7,602 men required at August 23. The difficulty of maintaining adequate bush crews, together with the need for extra workers to prepare roads and camps for the winter cutting, keeps demand at a high level. Both skilled and unskilled workers are needed, with sawmills reporting an acute shortage of experienced sawyers. At the end of the harvest season agricultural workers are expected to provide some relief, but on the other hand the reopening of schools in Sep-

tember will mean the loss of many students who have been giving valuable assistance.

Mining and Primary Smelting

The labour situation in the mining, primary smelting and refining industries eased considerably in the period from July 19 to August 23, when requirements dropped from 6,033 to 4,422. A sharp decrease in the manpower requirements of the nickel industry, an immediate result of cancellations and cutbacks in war contracts, accounted for most of this decline. Demand for coal miners, on the other hand, increased slightly during the month, totalling 1,801 at August 23. In the Maritime Region many miners have had to be released on account of poor health, and returned servicemen constitute the only potential source of supply. Demand for miners of all types is increasing in the Prairie Region, as farmers and students employed for the summer months return to their former activities.

Manufacturing

In spite of the mass layoffs which have taken place in war plants since the end of the war in the Pacific, the overall manpower needs of essential manufacturing industries have shown a slight rise as other hard-pressed industries increase their demands. During the five weeks from July 19 to August 23 labour requirements in this group rose from 33,163 to 34,788.

War Industries—Substantial cutbacks and cancellations in war contracts following the cessation of hostilities are reflected in a diminishing labour demand in the four industries engaged exclusively in the manufacture of war supplies (aircraft and parts, shipbuilding and repairs, guns and ammunition, and mechanical transport and armoured fighting vehicles). From July 19 to August 23 manpower requirements of these industries decreased by almost 40 per cent, and more extensive decreases will be apparent as contracts are completed.

Food Processing.—Labour requirements in the food processing industries totalled 7,818 at August 23, as compared with 4,768 at July 19. The canning and preserving of fruits, vegetables, and sea foods is now in full swing, with demand for workers becoming increasingly urgent. During the five weeks from July 19 to August 23 the labour needs of this industry more than doubled, totalling 3,483 at the latter date; the Ontario Region, where 2,572 workers were required, accounted for 92 per cent of this increase. Meat packing plants urgently require additional help to

² Applicants who have not been referred to specific jobs as at the date indicated.

handle the heavy livestock run which is now in progress. In the five weeks under review there was a substantial increase in the labour requirements of meat packing houses; demand rose from 1,265 at July 19 to 2,446 at August 23, the largest increases being reported by the Quebec and Prairie Regions.

Textiles and Products.—The end of the Pacific war brought little relief to the textile and clothing industries, as decreases in the requirements for military uniforms and equipment will be in keeping with the demobilization of the Armed Forces. In addition there is the tremendous task of providing clothing for discharged service personnel, of meeting our export requirements, and of satisfying the considerable backlog of orders for civilian goods which have been in short supply. If these commitments are to be met, the capacity of Canada's textile mills will be taxed to the utmost during the next few months, with the already urgent need for workers becoming more serious. The demand for workers in the textile and clothing industries increased substantially during the past month; at August 23 a total of 7,784 workers were needed, as compared with 6,449 at July 19. The manpower needs of the rayon and silk textile mills, greater by 496, totalled 902 at August 23. Knitting mills also increased their labour requirements during the month, with a demand of 1,452; smaller increases were evident in the manpower needs of other textile industries.

Construction

The acute shortage of construction labour, together with the scarcity of materials, is hampering the extensive building program now well under way. At August 23 there were 8,544 workers required for high priority construction projects, as compared with 7,171 at July 19; this increase was due mainly to mounting requirements for residential building, including Wartime Housing. All regions report shortages of such skilled workmen as carpenters, bricklayers, plasterers and plumbers, as well as unskilled labour. The registration of all construction workers (August 6-11) has resulted in no material

improvement in the labour situation, as practically all those reporting are presently engaged in other essential work such as the production of building materials. However, the accelerated demobilization of Armed Service personnel and impending layoffs from war plants should effect considerable improvement in the near future.

Transportation

While transportation facilities continue to be severely taxed by heavy passenger traffic, labour requirements in this industry have fallen off sharply to total 6,602 at August 23. Demand for track maintenance men and extra gang labourers for railways is considerably easier, but some areas still report shortages of this type of worker. Labour requirements for steam railways decreased sharply from 5,362 at July 19 to 3,914 at August 23; however, there was a noticeable increase in the needs of highway passenger transportation companies, following the lifting of gasoline rationing.

Trade, Finance and Service

The labour situation in the trade, finance and service industry group eased slightly during the past month, with a total of 15,791 workers needed at August 23. Although many areas report a shortage of physically fit warehousemen, manpower requirements in retail and wholesale establishments remain substantially unchanged. The demand for service workers continues, with skilled mechanics, tune-up men, body and fender workers in especially short supply. Labour requirements in hospitals have fallen off slightly, but many institutions are still handicapped by the shortage of workers, particularly kitchen help, ward maids and orderlies. The labour situation in hotels and restaurants has been eased somewhat by teachers and students during the summer months. However, serious shortages are anticipated with the reopening of schools, and employers, foreseeing this, are already placing additional orders. Workers formerly engaged in war plants, wishing to make use of their wartime skills, are still unwilling to accept this type of work.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended August 22, 1945.

Maritime Region

Agriculture—Dry weather and the assistance of a considerable number of service personnel have contributed to the successful harvesting of one of the largest hay crops ever cut in the Maritimes. The grain crop

now being gathered is not nearly as large, and in Nova Scotia the apple crop has been a partial failure. Arrangements have been almost completed for the picking of an exceptionally heavy acreage of potatoes in New Brunswick and Prince Edward Island. It is estimated that about 150 members of the armed forces will be needed on "The Island", as well as 500 in New Brunswick.

Logging—Woods operations have been less seriously curtailed than in previous summers; although some camps and sawmills closed down for the harvesting, it was not found necessary to request this co-operation of the lumbering industry in general. With an easier labour market, a very large cut is anticipated for the 1945-46 season.

Coal Mining—The gradual but persistent drop in average production has been accentuated by the V-J holiday and the annual week's vacation with pay. In every section, but especially in the Cape Breton area, the collieries are suffering from serious labour shortages.

Manufacturing—The inevitable result of the cessation of hostilities has been a series of mass lay-offs from war plants. The continuing staff reductions at the Canadian Car and Foundry's aircraft shop in Amherst will bring activities to a close in mid-September. The shut-down of the ammunition department at the Robb Engineering Works, also in Amherst, has released 103 men and one woman in addition to approximately 15 inspectors; most of those affected will shortly return to their former occupations on the land and in the logging camps.

While the foundry and machine shops of the Foundation Maritime Limited are operating full time in New Glasgow, approximately 100 men have been released from the company's shell department. Most of the 125 unskilled men let out of the Campbellton ammunition plant are experienced loggers and farmers, who should be readily placed.

At the height of the fishing season, the labour shortage in Maritime processing plants is unabated. The fertilizer plants in Saint John are similarly handicapped. The lack of an adequate number of unskilled female workers for the Nova Scotia textile plants is one of the most pressing problems at present. Local offices at Yarmouth, Truro, Fredericton, Saint John and St. Stephen are unanimous in their report that the demand for labour in the textile plants and kindred industries operating in their districts cannot be satisfied.

Construction—As activity increases, urban centres throughout the region share in the lack of bricklayers, carpenters, plumbers and

general labourers. In Halifax, where labour requirements are particularly heavy, there will be a greatly increased demand for carpenters when military hospital construction passes the foundation stage.

Transportation—While there is some shortage of labour for ballasting operations on the railways, the needs of the industry have been reasonably well met on the whole. Water-front work at Saint John and Halifax, which has been slack for a time, is expected to accelerate shortly.

Quebec Region

Agriculture—No serious labour shortage is reported from any part of the province. While the grain crop was excellent, potatoes and tobacco, as well as dairy products, suffered from the excessive dryness and heat during August. Blueberry harvesting is almost at an end, and it is expected that the pickers will soon register for other employment; in the Lake St. John district 25,000 men, women and children were engaged in gathering the unusually plentiful berries, and a further 100 persons have been busy processing and dehydrating the fruit.

Arrangements have been completed for 1,600 men and women from the province to assist in the potato digging in the adjoining state of Maine. No difficulty is anticipated in procuring the several hundred workers required to help in the Western harvest; the movement to the Prairies is just beginning.

Logging—Preparations are going forward for more extensive woods operations than were possible during the war years. While cutting on a large scale has not yet commenced, heavy orders for bushworkers are already being filed with local offices throughout the region. It is estimated that 1,500 loggers will be needed for Fall and Winter operations in the vicinity of Rouyn. The quota of woodsmen required for the American camps is being filled without difficulty.

Base Metal Mining—There is slight sign of any improvement in the manpower situation, nor is any relief anticipated until after the harvesting. The gold mines in northern Quebec are in similar plight; the call for men to engage in development work mounts steadily.

Manufacturing—Shipyards, aircraft shops and heavy ammunition plants are in the midst of mass lay-offs; these staff reductions have also affected the companies' numerous subcontractors. It is estimated that, after some rehiring is done, the personnel of the province's aircraft establishments will have been

decreased by approximately 10,000, and that of the shipyards by about 4,000. Cancellations of contracts and cut-backs in production have already affected more than 30,000 workers.

While a large proportion of the staff of United Shipyards Limited and a few employees of Canadian Vickers in Montreal have been laid off, the latter company is retaining most of its staff to complete its shipbuilding contracts. In Valleyfield, the complete shut-down of the D.I.L. plant, affecting 1,200 employees, will not only relieve the pressure in local textile mills, but should also make it possible to fill orders in clearance from outside points. The Quebec arsenals continue their reduction of staff; 554 men and 143 women have been laid off during the past fortnight. In Levis, the Davie Shipbuilding and Repair Company is releasing some 2,000 workers and the George T. Davie Company, 100 men.

Despite the considerable increase in the available labour force, packing plants are experiencing continuing difficulty in retaining their workers. The foundries, however, have profited by the mass lay-offs. There has been a sharp upward trend in the already heavy labour demands of textile mills and kindred industries.

Construction—While recent industrial lay-offs of heavy labour have alleviated the shortage of building tradesmen somewhat, there is an over-all scarcity of skilled and unskilled workmen. Bricklayers, plasterers, plumbers and highly qualified carpenters are in extremely short supply, and more artisans in every classification (except electricians) could be utilized. While highway construction is also making heavy demands on the province's labour force, this call is being met without great difficulty.

Transportation—Although passenger traffic is still heavy, there has been a slight falling off in freight transportation on the railways. There is no lack of labour to handle grain and other cargoes in the busy river ports. The difficulty in securing maintenance men for the civilian air services has somewhat lessened; a fair number of discharged airmen are accepting jobs on these lines.

Ontario Region

Agriculture—Harvesting and threshing, finished in some areas, are continuing in most parts of the province. Some 2,000 Western farmers and 900 prisoners of war, as well as 550 soldiers released under the Farm Duty Plan, or on farm or individual leave, have rendered invaluable assistance to overworked

Ontario farmers; while the need for such help is lessening, it is feared that there will be a serious shortage of labour when the picking of the main peach crop begins in a few days' time. Except for curers, who are in short supply, it is expected that sufficient assistance will be forthcoming for the handling of the flue-cured tobacco harvest, now in full swing.

The majority of the Western farmers have returned home for their own harvest. The reciprocal excursion of men from Ontario and Quebec is in its initial stages, and interest in the excursion is general throughout the province.

Canneries—The canning plants, now approaching their peak season, will shortly require substantial labour reinforcements, both male and female. One large establishment in New Toronto is asking for 1,000 men and women for full-time work on the tomato pack, as well as 500 part-time female workers. Canneries within a 25-mile radius of Belleville require 1,300 women and 425 men, for the tomato processing and the heavy corn pack to follow. Orders are on file for 175 workers at the Dunnville canning factory, while in the Niagara district up to 300 persons, mostly women, will be needed at the end of August. St. Catharines, too, will require almost 500 women, and about 60 men, for the processing of peaches and tomatoes.

Logging—Woods operations just getting under way are handicapped by a general manpower shortage, attributed to the fact that all companies are placing their orders at the same time. The Kapuskasing office reports that men are entering the bush at the rate of about 150 weekly; with unfilled vacancies at the lowest point for some time past and the prospect of an easier situation after the harvest, operators are well satisfied with the labour supply.

Mining—Although orders on file for miners have decreased by 1,000 during recent weeks, there has been no apparent improvement in the manpower situation. A survey recently completed in the Timmins area shows that 650 men are needed immediately, and possibly 3,500 within the next year, to bring production back to normal.

Manufacturing—The cancellation of war contracts has not only reduced the number of vacancies throughout the province, but actual lay-offs have released an estimated 5,000 male and female workers since the cessation of hostilities. In the New Toronto area, Small Arms Limited will have only a staff of 150 after releasing 450 men and the same number of women; the closing of the Goodyear Tire and Rubber Company's fuel tank department

affected 125 girls, and the Aluminum Company of Canada reduced its staff by 50 men and 35 women. The Department of Transport released 100 workers at Prescott. Lay-offs at the Chrysler Corporation and its feeder plants in Chatham will affect some 250 workers; approximately 100 men and girls have been laid off by the Ingersoll Machine and Tool Company. A staff reduction at the Dominion Arsenal in Lindsay is expected to provide the women needed by a local knitting mill, and the many construction workers included in a staff reduction of 300 employees of the Algoma Steel Corporation at Sault Ste. Marie will be readily placed.

The London office reports that current lay-offs have as yet afforded little relief to undermanned local industries. In the Oshawa area most of the men who have been released from war plants are unfitted for the heavy work available; no alternative work is obtainable for the women affected. Approximately 1,400 persons are at present drawing unemployment insurance benefits in the Oshawa district.

In spite of the cessation of war production, Ontario foundries are still in great need of heavy labour. The textile mills and kindred industries are also persistent in their call for reinforcements, asking not only for skilled and unskilled workers, but for trainees as well.

Construction—Building throughout the province is proceeding as quickly as the available supply of labour and materials permits. With no construction workers idle, the lack of skilled tradesmen of all kinds is hampering projects in every section. The Department of Veterans Affairs has set the number of houses to be erected in Ontario at slightly over the 1,100 mark; the demand for plasterers and carpenters for this enterprise is extremely heavy. Skilled tradesmen are also in very short supply to carry out the Government's military hospital program.

Transportation—While the call for railway maintenance labour has subsided somewhat, there is still a fair demand for extra gangs and sectionmen. Welland and Kitchener are also pressing in their call for bus and auto mechanics for transport companies and garages.

Prairie Region

Agriculture—Haymaking is finished in the grain and mixed farming areas, and the harvest will shortly be in full swing; while crop conditions vary through the three provinces, Manitoba is the only part with a heavy growth of grain. In poor crop areas, not only is the demand for agricultural workers being met locally, but some farmers are moving

elsewhere to help with the harvesting. The first group of Easterners is expected shortly; in the meantime, the demand for farm labour is exceedingly heavy throughout the greater part of the region.

Logging—While woods operations are in full swing in the Lakehead area, they are practically at a standstill in Manitoba and Saskatchewan. In all, 1,900 bushmen are needed in the vicinity of Port Arthur, where some companies report that they have more prisoners of war on their payrolls at present than civilians. It is anticipated that current lay-offs will bring an influx of men to the lumber camps; should sufficient manpower be available, all operators expect that the cut for the coming season will approach normal pre-war level. In the vicinity of Blairmore, loggers and prop-cutters are in demand. Some bushmen have been sent from Alberta to the coast, but owing to recent lay-offs from British Columbia war plants further movement of loggers has been cancelled.

Fishing—Commercial fishing has been resumed in Manitoba waters. The fleet leaves shortly, but with an inadequate supply of experienced men to seine on the nets; a smaller catch for export is foreseen as a result.

Coal Mining—Although a number of the many vacancies have been filled by ex-service-men and soldiers on furlough, the call for colliery labour mounts steadily. The shortage is general in all mines, where both certificated miners and experienced underground labour will be in even greater demand as Winter approaches.

Base Metal Mining—The manpower situation in this industry has not improved; vacancies are continuingly numerous, with few available applicants suited to the heavy type of labour. An acute shortage of hard rock miners and mine labourers for surface work in the Red Lake mines is reported. At Fort Frances, too, many orders remain unfilled. With gold reserves in the Port Arthur area considerably below the desired level, orders have been placed for 226 underground labourers who will be very difficult to secure.

Manufacturing—The exodus of farmers for the harvest season is seriously hampering the packing plants of the region at the height of their season. Skilled and unskilled workers are urgently needed in the packinghouses at Winnipeg, Brandon, Regina, Moose Jaw, Calgary and Edmonton; to meet the seasonal rush, several companies are endeavouring to secure sufficient workers for night shifts. To meet a temporary emergency in Calgary, the Alberta Department of Agriculture has consented to farmers remaining at this work.

As a result of the cessation of hostilities, the Canadian Car and Foundry's aircraft plant at Fort William was shut down; 1,665 men and 1,313 women were laid off, and an additional 500 have since been given notice. The closing of the aircraft department of the Port Arthur Shipbuilding Company led to 155 employees receiving seven days' pay in lieu of notice; the company's shipyard, however, is still busy.

Construction—Building activities are brisk in all parts of the region. While lay-offs have somewhat relieved the shortage of workmen in Fort William, elsewhere there has been no betterment of the situation. Projects in Port Arthur, Red Rock and Marathon could absorb 335 capable labourers, 151 carpenters and a number of bricklayers. In Regina 100 unfilled orders include every type of worker except rough carpenters; in Edmonton, where 1,000 homes are under construction, the shortage is most acute.

Transportation—Maintenance of way labourers are needed at practically every central railway point throughout the Prairies. Yardmen, switchmen and trainmen are also required at Calgary, and qualified brakemen and machinists at Winnipeg.

Pacific Region

Agriculture—In all sections, the labour requirements of dairy farmers have been much more adequately met than for some time past. In the early part of the month, the strike of the American Can Company of Vancouver enforced idleness on 500 farm labourers and cannery workers; however, berry picking in the Fraser Valley has been successfully terminated, and it is believed that local assistance will be sufficient to handle the potato picking, commencing in mid-September.

While outside assistance will be needed for the heavy peach crop in the southern Okanagan, the much smaller apple harvest can probably be handled by local workers. Kelowna is opening a hostel on September 12, to accommodate 50 girls who will be needed in the orchards at that time, and approximately 50 apple pickers will be required in the Kamloops area.

Logging—Owing to the fire hazard resultant upon dry weather, camps in the Vancouver Forest area (including the lower mainland and Vancouver Island) were closed during the early part of the month; those which have re-opened are operating only in the early morning. The general manpower shortage continues to be acute, and will be accentuated by the exodus of students. Men who have been released from war plants are slow in

returning to the industry, nor has there been any material assistance derived from service personnel or from clearance orders to the Prairies, which have recently been cancelled. The Nelson Forest Area is still closed.

Sawmills—With log deliveries reported as generally satisfactory, mills in all parts of the region are now in operation. A critical shortage of labour is hampering production, especially in the city of New Westminster, where the largest west coast sawmills are situated; the exodus of students, and the lifting of the "freeze" order are expected to accentuate this situation. However, ex-servicemen are being referred in daily increasing numbers.

Coal Mining—Throughout the region, the manpower situation is steadily deteriorating. Miners and underground labourers are in increasingly short supply in all the collieries, and it has been necessary to lay off one shift from the Courtenay operation owing to the lack of certificated men.

Base Metal Mining—Although the return of miners from the armed forces is steadily increasing, the manpower shortage persists. A fairly large number of those reporting for reinstatement go on holidays before starting to work.

Gold Mining—The relief anticipated from the re-engagement of service personnel has not as yet reached helpful proportions. In every mining district the situation is more serious than at any time during the war years.

Manufacturing—British Columbia shipyards, in particular, have been seriously affected by the lay-offs in progress since V-J Day. In the Vancouver area some 4,000 workers have been released; many of these will have opportunities to fill vacancies in basic industries long understaffed. Many of the 100 employees laid off by the Star Shipyard at New Westminster are experienced building tradesmen, who will be quickly placed in construction projects. Of the almost 800 workers now being laid off by the Yarrows yard in Victoria, a number are being transferred to another local yard engaged on ship repairs and the building of vessels for the China coast.

Pulp and paper mills in the vicinity of Vancouver are hoping to round out their depleted staffs with ex-servicemen and others now being released from war plants. Shipyard workers are expected to ease a serious shortage of labour in the engineering shops. Aircraft factories, whose manpower demands have been limited for some time, are now included in the mass lay-off list; already 2,000 employees, of whom 40 per cent are

women, have been released, and further staff reductions are to follow. The foundries, too, are laying off some of their workers.

Construction—There is still a definite shortage of building labour throughout the province. While such high priority projects as Veterans' housing have had their orders fairly well filled, the call of small contractors, for

both materials and labour, is more difficult to satisfy.

Transportation—Requests for workers have lessened in the northern section of the region, but there are few applicants available to meet the insistent call for railway sectionmen. Men are also required for the coastwise and manning pool marine services.

Applications for Employment; Vacancies and Placements; July, 1945

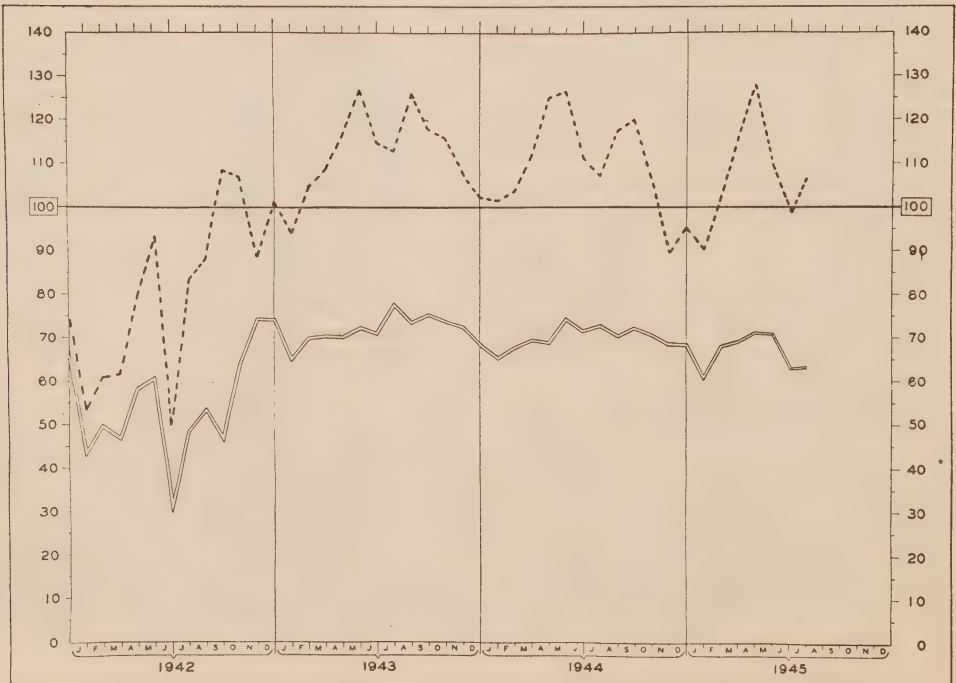
BUSINESS transacted by Employment Offices of the Unemployment Insurance Commission during the five-week period June 29 to August 2, 1945, as indicated by the average daily placements effected, showed a decline of 6.3 per cent when compared with the previous four weeks June 1 to June 28, and a loss of 22.3 per cent in comparison with the four weeks June 30 to July 27, 1944. Under the first comparison, there was recorded a moderate gain in agriculture and a minor increase in construction but, except for mining which remained unchanged, all other industrial groups showed decreases, the most pronounced being in manufacturing. In comparison with the four weeks ending July 27 last year, apart from moderate increases in construction and agriculture, all industrial

divisions recorded losses the greatest being in manufacturing, services and trade.

The accompanying chart shows the trend of employment since January 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment Offices throughout Canada. In viewing the graph it will be seen that the trend of the curve of vacancies in relation to applications took an upward trend while that of placements remained about the same. The ratio of vacancies to each 100 applications was 106.4 during the five weeks ending August 2, 1945, in contrast with 98.9 during the previous four weeks and 107.1 during the four weeks June 30 to July 27, 1944. The ratio of placements to each 100 applications was 63.9 as

VACANCIES NOTIFIED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications——— Vacancies - - - - - Placements=====



compared with 63.3 in the preceding period and 72.8 during the four weeks ending July 27, last year.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the five-week period June 29 to August 2, 1945, was 7,893, as compared with 7,908 during the previous four weeks and with 8,984 during the four-week period ending July 27, 1944. The average number of applications for employment received daily by the Offices during the period under review was 7,416 in comparison with 7,990 during the preceding four weeks and 8,385 during the four weeks ending July 27, a year ago. The average number of placements made daily by the offices during the five weeks ending August 2, 1945, was 4,742 of which 4,592 were in regular employment and 150 in work of one week's duration or less, as compared with a total daily average of 5,064 during the previous four weeks. Placements in the four weeks June 30 to July 27, 1944, averaged 6,109 daily, consisting of 5,956 placements in regular and 153 in casual employment.

During the period June 29 to August 2, 1945, the offices of the Commission referred 184,020 persons to vacancies and effected a total of 137,510 placements. Of these, the placements in regular employment were 133,165, of which 108,267 were of males and 24,898 of females, while placements in casual work totalled 4,345. The number of vacancies reported by employers was 174,550 for males and 54,340 for females, a total of 228,890, and applications for work numbered 215,073, of which 164,391 were from males and 50,682 from females. Reports for the four weeks June 1 to June 28, 1945, showed 189,782 positions available, 191,749 applications made and 121,535 placements effected, while in the four-week period June 30 to July 27, 1944, there were recorded 206,635 vacancies, 192,847 applications made and 140,507 placements in regular and casual employment.

The following table gives the placements effected by employment offices, each year, from January, 1935, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,326	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	309,983	85,638	395,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945 (31 weeks).....	899,206	27,844	927,050

Nova Scotia and Prince Edward Island

Employment opportunities as indicated by orders received at Employment Offices in Nova Scotia and Prince Edward Island during the five weeks ending August 2, 1945, showed a daily average of 290, compared with 293 in the preceding period and 319 during the four weeks ending July 28, 1944. Placements registered a daily average of 206 during the period under review, in contrast with 204 in the previous four weeks and 254 during the period terminating July 28 a year ago. A fairly large decrease in manufacturing and smaller losses in services and trade accounted for the reduction in the daily average of placements from the four weeks ending July 28 last year. A moderate improvement was noted in public utilities operation while the changes in remaining groups were small. Placements by industrial divisions numbered: manufacturing 1,797; services 1,116; public utilities operation 991; construction 840; trade 793; mining 169 and agriculture 151. There were 4,778 men and 1,081 women placed in regular employment.

New Brunswick

Orders listed at Employment Offices in New Brunswick during the period under review was 217 in comparison with 236 during the four weeks ending June 28, and 214 in the period terminating July 28 last year. There was a daily average of 147 placements in contrast with 158 in the preceding four weeks and 188 during the period ending July 28, 1944. When comparing placements by industrial groups with the four weeks terminating July 28 a year ago, the most significant changes were declines in manufacturing, services, trade, agriculture and forestry and logging, and a gain in public utilities operation. Placements by industries included: manufacturing 1,233; public utilities operation 797; services 688; trade 611; construction 548 and forestry and logging 163. Regular placements numbered 3,346 of men and 887 of women.

Quebec

The demand for workers on a daily average as indicated by orders listed at Employment Offices in the Province of Quebec during the five weeks terminating August 2, 1945, was 2,195 as compared with 2,079 in the previous period and 2,577 during the four weeks ending July 28 a year ago. The average number of placements effected daily was 1,191 during the period under review, in comparison with 1,333 in the preceding four weeks and 1,676 during the period ending July 28, 1944. A heavy

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
JUNE 29 TO AUGUST 2, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	569	495	745	582	478	4	357
Charlottetown.....	344	456	485	380	283	2	329
Summerside.....	225	39	260	202	195	2	28
Nova Scotia	7,828	5,801	7,845	7,247	5,381	121	3,218
Amherst.....	358	110	515	409	300		391
Bridgewater.....	43	52	128	55	46		34
Dartmouth.....	233	141	170	147	129		37
Digby.....	85	125	51	38	32		34
Glace Bay.....	219	188	465	291	258		184
Halifax.....	2,991	3,380	1,986	2,407	1,591		502
Inverness.....	72	4	73	65	60	3	14
Kentville.....	268	221	189	171	138		121
Liverpool.....	289	205	163	155	127		42
New Glasgow.....	1,109	225	1,347	1,150	891	55	880
New Waterford.....	37	285	154	98	79		108
North Sydney.....	139	25	175	119	107		106
Pictou.....	200	43	453	267	170		136
Springhill.....	42	13	42	29	24		32
Sydney.....	897	237	1,052	1,023	766	63	411
Sydney Mines.....	116	27	141	122	108		97
Turro.....	386	291	427	396	270		101
Yarmouth Shelburne.....	344	229	314	300	285		88
New Brunswick	6,285	4,048	6,595	5,221	4,233	44	2,039
Bathurst.....	153	86	198	155	95	5	90
Campbellton.....	318	148	660	238	182	8	141
Edmundston.....	784	615	352	316	391		78
Fredericton.....	265	164	313	257	226		90
Minto.....	300	110	248	217	206		36
Moncton.....	1,913	1,423	2,095	1,724	1,211	27	831
Newcastle.....	100	40	107	97	93		62
Sait John.....	1,924	1,115	2,102	1,838	1,463	2	550
St. Stephen.....	175	202	195	142	146		48
Sussex.....	160	60	185	154	138	2	63
Woodstock.....	193	85	140	83	82		50
Quebec	63,642	53,965	63,866	49,546	34,378	148	27,443
Acton Vale.....	106	143	48	50	54		27
Asbestos.....	217	162	139	116	116		56
Baie St. Paul.....	168	91	137	115	102	3	35
Beauharnois.....	344	260	303	268	238		61
Buckingham.....	420	225	369	264	254		177
Campbell's Bay.....	131	113	54	30	17		19
Causapal.....	4	319	44	20	22	3	38
Chandler.....	19	28	30	5	2		75
Chicoutimi.....	1,670	687	1,703	1,227	988	2	1,127
Coteaucook.....	773	147	699	693	693		15
Cowansville.....	163	98	119	106	109		17
Dolbeau.....	227	458	256	209	198		57
Drummondville.....	966	639	598	527	443		253
East Angus.....	96	16	197	111	83	2	29
Farnham.....	155	72	100	93	80		18
Granby.....	542	311	627	185	181		102
Hull.....	864	330	1,094	760	651		447
Joliette.....	633	409	963	619	417	1	209
Jonquiere.....	446	233	734	445	309		564
Lachine.....	989	744	732	689	611		207
Lachute.....	307	172	599	295	210		115
La Malbaie.....	267	225	412	205	226		64
La Tuque.....	497	121	646	569	520		119
Levis.....	876	415	1,169	703	570		587
Longueuil.....	1,533	1,194	585	410	388		193
Louiseville.....	268	79	358	271	234		42
Magog.....	127	74	148	194	104		88
Matane.....	1,118	847	1,424	1,352	1,462		168
Megantic.....	553	120	596	461	505		14
Mont Laurier.....	249	54	314	268	259		43
Montmagny.....	215	42	369	191	184	7	140
Montmorency.....	256	79	372	360	168		203
Montreal.....	28,455	32,522	23,558	20,638	10,574	44	10,501
Plessisville.....	73	85	128	64	63		40
Pointe aux Trembles.....	429	309	570	431	371		87
Port Alfred.....	237	96	266	217	206		158
Quebec.....	4,000	2,035	5,803	3,581	2,613		5,059
Richmond.....	58	55	141	79	62	1	24
Rimouski.....	516	419	695	463	512		322
Riviere du Loup.....	137	142	115	21	17		117
Roberval.....	619	411	419	406	346		62
Rouyn.....	1,068	943	872	1,004	538		233
Ste. Agathe.....	499	277	355	337	329		18

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
JUNE 29 TO AUGUST 2, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Conc.							
Ste. Anne de Bellevue.....	224	103	267	160	149		52
Ste. Therese.....	448	359	530	454	337		102
St. Georges de Beauce.....	217	132	110	90	86		18
St. Hyacinthe.....	570	772	477	396	345	2	134
St. Jean.....	718	658	882	628	376		221
St. Jerome.....	493	198	531	462	401		120
St. Joseph d'Alma.....	504	136	566	443	374		124
St. Paul l'Ermite.....	506	201	292	288	178		57
Shawinigan Falls.....	276	70	634	409	288		618
Sherbrooke.....	1,037	493	1,461	1,099	750	24	207
Sorel.....	894	284	1,181	629	553		193
Thetford Mines.....	1,257	211	1,503	1,252	1,121		1,757
Three Rivers.....	1,328	409	2,368	1,050	923	59	156
Val d'Or.....	1,052	571	981	734	702		293
Valleyfield.....	980	725	959	822	608		889
Verdun.....	1,476	2,290	1,945	1,251	877		133
Victoriaville.....	372	152	409	327	301		
Ontario.....	94,406	66,509	77,502	70,508	53,424	1,072	22,972
Arnprior.....	352	299	154	132	118	1	19
Barrie.....	468	200	389	306	375		113
Belleville.....	630	338	600	548	347		268
Bracebridge.....	978	634	795	735	1,022		93
Brampton.....	345	431	376	316	205		82
Brantford.....	1,037	677	1,114	869	726	8	193
Brockville.....	245	66	283	231	178		48
Carleton Place.....	84	110	71	78	64		19
Chatham.....	678	418	693	781	500	9	200
Cobourg.....	122	46	161	140	120		20
Collingwood.....	144	58	176	121	123		23
Cornwall.....	1,121	228	1,360	1,071	912	34	243
Dunnville.....	140	94	136	92	86		19
Fergus.....	79	81	92	70	69		8
Fort Erie.....	244	277	532	331	213		118
Fort Frances.....	461	377	316	234	218	2	53
Fort William.....	1,684	1,390	1,281	1,453	1,278	1	389
Galt.....	868	900	431	434	316		90
Gananoque.....	113	40	104	114	103		20
Goderich.....	217	92	155	112	180	2	31
Guelph.....	1,427	596	829	759	578		137
Hamilton.....	4,879	4,553	4,899	5,038	2,899	87	1,390
Hawkesbury.....	148	76	276	161	74	2	84
Ingersoll.....	86	62	124	105	107		18
Kapuskasing.....	525	556	224	224	229		24
Kenora.....	162	599	265	85	116		68
Kingston.....	843	596	962	1,219	735		288
Kirkland Lake.....	890	447	1,371	821	645	10	197
Kitchener Waterloo.....	1,829	1,544	955	994	804	3	103
Leamington.....	198	133	154	163	135		44
Lindsay.....	154	51	192	178	170	3	23
Listowel.....	150	104	115	107	115		14
London.....	3,712	1,784	2,991	3,111	1,759	173	604
Midland.....	462	278	464	410	386		142
Napanee.....	139	55	130	123	109		19
Newmarket.....	157	89	221	180	153		23
New Toronto.....	2,125	1,989	1,553	1,238	1,133		239
Niagara Falls.....	861	447	861	960	684	1	258
North Bay.....	874	504	864	565	837	25	125
Orangeville.....	147	74	129	128	106		13
Orillia.....	350	330	411	356	282		89
Oshawa.....	1,101	951	3,053	1,102	778	5	2,192
Ottawa.....	5,663	2,237	5,200	4,432	3,316	6	1,379
Owen Sound.....	461	324	392	409	314	3	72
Paris.....	32	147	49	59	51		5
Parry Sound.....	133	84	456	119	110		124
Pembroke.....	885	386	833	820	912	1	157
Perth.....	227	136	275	276	227	10	39
Peterborough.....	827	550	897	944	725		177
Picton.....	129	31	146	112	113		34
Port Arthur.....	3,058	3,568	1,446	1,386	1,107		415
Port Colborne.....	478	303	425	307	302		103
Port Hope.....	127	87	100	102	72		28
Prescott.....	155	82	178	157	169		7
Renfrew.....	204	61	188	254	152		65
St. Catharines.....	2,125	1,144	1,613	1,726	1,101	151	715
St. Thomas.....	807	828	845	966		9	209
Sarnia.....	755	365	888	702	601		180
Sault Ste. Marie.....	1,780	1,457	729	584	529		207
Simcoe.....	454	177	495	458	405	7	42
Smiths Falls.....	198	85	215	208	194		34

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
JUNE 29 TO AUGUST 2, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Contc.							
Stratford.....	492	189	601	503	395		117
Sturgeon Falls.....	133	45	148	144	103	63	29
Sudbury.....	3,447	4,007	1,833	1,680	1,600	47	455
Tillsonburg.....	175	117	184	180	154		6
Timmins.....	1,146	896	1,619	1,317	1,058	26	514
Toronto.....	28,643	20,272	19,017	18,230	13,490	220	6,741
Toronto Junction.....	2,858	1,971	1,564	1,841	1,052	5	327
Trenton.....	377	248	278	326	263		44
Walkerton.....	251	140	191	162	151		50
Wallaceburg.....	176	106	309	135	103		251
Welland.....	2,661	1,819	961	934	677		144
Weston.....	782	743	627	510	382		141
Windsor.....	3,180	979	4,213	3,963	2,682	158	1,980
Woodstock.....	268	351	325	358	217		58
Manitoba.	10,764	6,298	11,285	10,272	5,739	1,104	5,440
Brandon.....	559	487	440	450	342		56
Dauphin.....	286	204	477	157	124		179
Flin Flon.....	226	157	115	110	161	2	20
Portage la Prairie.....	154	94	165	124	115	1	101
Selkirk.....	110	32	140	113	111		26
The Pas.....	104	101	171	83	66	2	61
Winnipeg.....	9,325	5,223	9,777	9,235	4,820	1,099	4,997
Saskatchewan.	5,389	3,077	8,085	5,813	3,484	316	2,658
Estevan.....	151	70	141	135	121		47
Moose Jaw.....	584	377	808	775	469	5	405
North Battleford.....	216	142	273	187	164		76
Prince Albert.....	691	363	733	584	476	1	280
Regina.....	1,981	1,098	3,014	2,577	1,332	220	899
Saskatoon.....	1,211	694	2,425	1,081	592	86	745
Swift Current.....	181	92	179	163	145		26
Weyburn.....	148	98	109	96	82		27
Yorkton.....	226	143	403	215	103	4	153
Alberta.	11,837	5,404	11,968	11,240	7,787	663	3,572
Black Diamond.....	145	21	153	165	136		20
Blairmore.....	231	269	128	118	122		28
Calgary.....	4,193	1,762	4,473	3,858	2,694	355	1,489
Drumheller.....	203	254	250	221	180		44
Edmonton.....	5,515	1,941	5,757	5,641	3,671	289	1,720
Edson.....	232	248	66	66	121		15
Lethbridge.....	512	428	476	517	351	16	125
Medicine Hat.....	464	196	444	436	341	3	84
Red Deer.....	342	285	221	218	171		47
British Columbia.	28,170	15,518	27,182	23,591	18,261	873	8,213
Chilliwack.....	501	308	381	405	364		110
Courtenay.....	285	330	176	121	171		113
Cranbrook.....	410	525	268	271	281		27
Dawson Creek.....	312	78	285	288	259		31
Duncan.....	551	425	296	320	441		49
Fernie.....	73	146	85	68	67		18
Kamloops.....	602	592	387	315	421		74
Kelowna.....	335	135	341	327	273	11	118
Nanaimo.....	302	94	354	271	265	11	113
Nelson.....	472	493	660	511	395		381
New Westminster.....	1,482	780	1,697	1,323	1,162	11	684
North Vancouver.....	320	195	379	293	276		98
Pentiction.....	406	149	284	243	231		45
Port Alberni.....	958	403	327	305	393	13	77
Prince George.....	939	366	724	761	740	30	92
Prince Rupert.....	601	400	403	299	272		97
Princeton.....	131	108	95	84	116	4	7
Trail.....	189	168	306	182	187		187
Vancouver.....	15,963	8,015	16,689	14,387	9,528	750	5,047
Vernon.....	611	196	670	557	539	5	116
Victoria.....	2,572	1,133	2,248	2,143	1,786	38	661
Whitehorse.....	155	479	127	112	94		68
Canada.	228,890	161,115	215,073	184,020	133,165	4,345	76,012
Male.....	174,550	121,236	164,391	143,991	108,267	1,492	53,188
Female.....	54,340	39,879	50,682	40,029	24,898	2,853	22,824

reduction in placements in manufacturing augmented by substantial declines in services, public utilities operation, trade and losses of much smaller proportions in forestry and logging, and finance and insurance accounted for the decrease in placements from the period terminating July 28 last year. Of the changes in all other groups, a moderate gain in mining was the most important. Industrial divisions in which most of the placements were effected were: manufacturing 13,068; construction 5,186; forestry and logging 4,914; services 4,613; public utilities operation 2,732; trade 2,380 and mining 1,142. Placements in regular employment numbered 29,305 of men and 5,073 of women.

Ontario

There was a decrease in the average number of positions available daily at Employment Offices in Ontario during the period ending August 2, 1945, there being 3,255 in contrast with 3,337 in the four weeks terminating June 28, and 3,603 during the period ending July 28, 1944. Placements decreased under both comparisons, the daily average being 1,879 during the five weeks under review, in comparison with 2,049 in the previous period and 2,423 during the four weeks ending July 28 last year. The most marked reduction in placements from the period terminating July 28 a year ago occurred in manufacturing. Fairly substantial losses were reported in services and trade, and declines of more moderate proportions in public utilities operation, finance and insurance, and forestry and logging but these reductions were somewhat modified by an appreciable gain in construction and a much smaller increase in agriculture. Placements by industrial divisions included: manufacturing 20,674; services 11,042; construction 6,500; trade 5,878; public utilities operation 5,585; agriculture 1,832 and mining 1,143. There were 43,165 men and 10,259 women placed in regular employment.

Manitoba

Positions offered through Employment Offices in Manitoba during the five weeks ending August 2, called for a daily average of 371 workers, in contrast with 351 in the preceding period and 440 during the four weeks ending July 28 a year ago. There was a daily average of 236 placements compared with 254 in the previous period and 277 during the four weeks terminating July 28, 1944. The decrease in the daily average of placements from the four weeks ending July 28 last year was greatest in services. Losses smaller in volume were reported in manufacturing and trade but these were partly offset by moderate gains in

construction and public utilities operation. Placements by industries included: manufacturing 1,773; services 1,607; trade 1,275; public utilities operation 1,034; construction 728 and mining 178. Regular placements numbered 4,158 of men and 1,581 of women.

Saskatchewan

Opportunities for employment at Employment Offices in Saskatchewan for the period ending August 2, 1945, averaged 186 daily compared with 185 in the previous four weeks and 242 during the period terminating July 28 last year. The average number of placements recorded daily was 131, in comparison with 137 in the preceding four weeks and 170 during the period terminating July 28, 1944. With the exception of a moderate gain in construction and a nominal increase in forestry and logging all industrial groups showed declines in placements from the four weeks ending July 28 a year ago, the largest reduction being reported in services followed by smaller losses in trade, manufacturing and public utilities operation. Industries in which employment was found for more than 100 workers included: services 1,139; trade 783; public utilities operation 586; manufacturing 532; construction 477 and agriculture 194. Placements in regular employment numbered 2,575 of men and 909 of women.

Alberta

Orders received at Employment Offices in Alberta during the five weeks under review called for an average of 408 workers daily compared with 396 during the period ending June 28, and 519 in the four weeks terminating July 28 last year. There was a daily average of 291 placements in comparison with 250 during the preceding four weeks and 353 in the period ending July 28, 1944. Reductions in placements from the four weeks terminating July 28 a year ago took place in services, trade, manufacturing, construction and mining, and a gain in agriculture, all of which were moderate in volume. Placements by industrial groups included: services 2,246; manufacturing 1,510; trade 1,374; construction 1,143; public utilities operation 1,137 and mining 474. There were 5,901 men and 1,886 women placed in regular employment.

British Columbia

There was a decrease in the average number of positions available daily at Employment Offices in the Province of British Columbia during the five weeks ending August 2, 1945, there being 971 in contrast with 1,030 during

the previous period and 1,069 in the four weeks ending July 28, 1944. Placements were fewer under both comparisons, the daily average being 660 during the period under review, in comparison with 682 in the preceding four weeks and 768 during the period terminating July 28 last year. There were fairly large decreases in placements under trade, services and manufacturing when compared with the four weeks ending July 28 a year ago, and moderate losses in mining and

finance and insurance. All other industrial divisions showed increases, the most important being moderate gains in public utilities operation and forestry and logging. The majority of placements recorded during the period took place in the following industries: manufacturing 5,636; services 3,373; public utilities operation 2,543; forestry and logging 2,498; trade 2,172; construction 1,886 and mining 440. There were 15,039 men and 3,222 women placed in regular employment.

STRIKE activity in Canada during the month of August continued at about the same level as in the previous month and was not much changed as compared with August, 1944, with the exception of the time loss, which showed about a third the number of man-days lost due to strike idleness recorded a year ago. Preliminary figures show 31 strikes in existence during August, involving 13,159 workers and causing a time loss of 41,297 man-working days, as compared with 28 strikes in July, 1945, with 11,884 workers involved and a time loss of 45,273 days. In August, 1944, there were 26 strikes recorded, involving 12,585 workers, with a time loss of 120,283 days.

Preliminary figures for the first eight months of this year show 128 strikes, involving 44,349 workers, with a time loss of 170,293 man-days, as compared with 157 strikes, with 66,509

workers involved and a time loss of 464,594 days for the same period last year.

Of the 31 strikes recorded for August, 1945, three resulted in favour of the workers, seven in favour of the employers, six were compromise settlements and 13 were indefinite in result, work being resumed pending final settlement. At the end of the month, therefore, there were two strikes recorded as untermin-ated, namely wire factory workers at Guelph, Ont., and road construction workers at Sydney, N. S.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Estab-lishments	Workers		

MANUFACTURING—				
<i>Rubber and Its Products—</i>				
Tire factory workers, Kitchener, Ont.	1	1,306	12,140	Commenced July 28; for increased wages for maintenance men while on plant reconstruction work; terminated August 16; conciliation, provincial, and return of workers pending reference to a referee; indefinite.
<i>Animal Foods—</i>				
Meat packing plant workers, Toronto, Ont.	5	(a)1,498	3,750	Commenced July 17; for dismissal of a worker suspended from membership in union; terminated August 3; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
Meat packing plant workers, Peterborough, Ont.	1	190	475	Commenced July 26; in sympathy with strikers at Toronto, July 17; terminated August 3; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
Meat packing plant workers, St. Boniface, Man.	1	(b)1,346	3,716	Commenced July 27; in sympathy with strikers at Toronto, July 17; terminated August 3; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
Meat packing plant workers, Edmonton, Alta.	1	(c) 571	2,855	Commenced July 30; in sympathy with strikers at Toronto, July 17; terminated August 6; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1945*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1945—Concluded				
MANUFACTURING— <i>Con</i> Meat packing plant workers, Vancouver, B.C.	1	(d) 146	292	Commenced July 30; in sympathy with strikers at Toronto, July 17; terminated August 2; conciliation, provincial, and return of workers pending reference to arbitration; indefinite
<i>Printing and Publishing—</i> Compositors, pressmen, etc., Quebec, P.Q.	1	59	413	Commenced July 9; against transfer of a worker from one job to another; terminated August 8; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
<i>Metal Products—</i> Moulders, Moncton, N.B.	1	(e) 19	76	Commenced July 16; protesting change in working conditions due to change-over from incentive bonus to piece-work rates; terminated August 4; negotiations; compromise.
Metal factory workers, Vancouver, B.C.	1	446	4,000	Commenced July 27; for implementation of Minority Report of Conciliation Board <i>re</i> union shop and check-off; terminated August 10; government assumed control and return of workers pending reference to a Commissioner; indefinite.
Elevator mechanics and helpers, Montreal, P.Q.	3	9	27	Commenced July 31; against dismissal of a worker; terminated August 3; negotiations and return of workers pending reference to arbitration; indefinite.
CONSTRUCTION— <i>Buildings and Structures—</i> Plumbers, Windsor, Ont.	16	(f) 75	825	Commenced July 12; against Finding and Direction of NWLB‡ cancelling wage increase approved by RWLB‡; terminated August 15; conciliation, provincial, and further reference to RWLB; in favour of workers.
Strikes and Lockouts Commencing During August, 1945				
MINING— Coal miners, Drumheller, Alta.	1	110	110	Commenced August 13; <i>re</i> placement of a miner suspended for cause; terminated August 13; negotiations; compromise, miner placed at another job.
Coal miners, New Waterford, N.S.	1	900	1,800	Commenced August 24; refusal of a miner to transfer to a new working place without increased wages; terminated August 25; return of workers; in favour of employer.
Coal miners, Drumheller, Alta.	1	97	291	Commenced August 27; type of explosives to be used; terminated August 29; negotiations; compromise.
Coal miners, Drumheller, Alta.	1	90	270	Commenced August 27; against dismissal of two miners for refusal to do certain work; terminated August 29; negotiations; compromise, miners reinstated to perform work required.
Coal miners, Glace Bay, N.S.	1	900	900	Commenced August 31; protest against placing junior official at job of coal inspector suspended for absenteeism; terminated August 31; return of workers; in favour of employer.
MANUFACTURING— <i>Animal Foods, etc.—</i> Meat packing plant workers, Winnipeg, Man.	7	1,943	1,943	Commenced August 2; in sympathy with strikers at Toronto, July 17; terminated August 2; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1945*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man- working days	Particulars†
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During August, 1945—Continued				
MANUFACTURING—Con. Meat packing plant workers, Regina, Prince Albert, Saskatoon, Moose Jaw, Sask.	4	1,331	1,331	Commenced August 2; in sympathy with strikers at Toronto, July 17; terminated August 2; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
Textiles, Clothing, etc.— Textile factory workers, Montmagny, P.Q.	1	430	430	Commenced August 13; wage schedule in new agreement under negotiations; terminated August 13; return of workers; in favour of employer.
Miscellaneous Wood Products— Wood processing factory workers, Delson, P.Q.	1	(g) 32	32	Commenced August 8; alleged delay in signing a union agreement; terminated August 8; return of workers; in favour of workers.
Metal Products— Aircraft parts factory workers, Windsor, Ont.	1	173	820	Commenced August 2; alleged violation of seniority in transfer of two female machine operators; terminated August 8; return of workers pending reference to arbitration; indefinite.
Wire factory workers, Guelph, Ont.	1	246	3,000	Commenced August 16; for implementation of Majority Report of Conciliation Board <i>re</i> check-off; unterminated.
Brass factory workers, Galt, Ont.	1	20	20	Commenced August 20; misunderstanding <i>re</i> payment of wages for one day on which plant shut down without sufficient notice; terminated August 20; negotiations; in favour of workers.
Munitions factory workers, Logg Branch, Ont.	1	735	880	Commenced August 21; protesting lay-offs due to cancellation of war contracts; terminated August 23; return of workers; in favour of employer.
Ore pier loaders, Sydney, N.S.	1	40	150	Commenced August 21; for increased wage rates for unloading cargo of sulphur; terminated August 24; return of workers; in favour of employer, boat transferred to another port.
Shipbuilding— Shipyards workers, North Vancouver, B.C.	1	(h) 258	30	Commenced August 14; inter-union dispute <i>re</i> working with members of another union; terminated August 14; return of workers; in favour of employer.
Non-Metallic Minerals, Chemicals, etc.— Brick yard workers, Fredericton, N.B.	1	(i) 14	28	Commenced August 13; for payment for one full day of nine hours when work completed in six hours; terminated August 15; conciliation, federal; compromise.
CONSTRUCTION— Highway— Road construction workers, Glace Bay, N.S.	1	(j) 35	315	Commenced August 22; for increased wages; unterminated.
TRANSPORTATION AND PUBLIC UTILITIES— Electric Railways and Local Bus Lines— Bus drivers, Oshawa, Ont.	1	31	93	Commenced August 1 and 11; against suspension of a driver after dispute with garage mechanic; terminated August 3 and 13; negotiations and return of workers pending investigation; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1945*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man- working days	Particulars†
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During August, 1945—Concluded				
TRANSPORTATION, ETC.— <i>Con.</i> <i>Electricity and Gas—</i> Gas plant workers, Windsor, Ont.	1	100	250	Commenced August 9; for transfer of a worker to another job because of poor health; terminated August 11; conciliation, provincial; compromise, worker given other work temporarily.
SERVICE— <i>Business and Personal—</i> Waitresses, St. Jerome, P.Q.	1	9	35	Commenced August 7; refusal to work under female manager; terminated August 11; return of workers and replacement; in favour of employer.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board; NWLB—National War Labour Board; IDI—Industrial Disputes Investigation.

(a) 1,062 indirectly affected; (b) 713 indirectly affected; (c) 197 indirectly affected; (d) 79 indirectly affected; (e) 40 indirectly affected; (f) 40 indirectly affected; (g) 35 indirectly affected; (h) 414 indirectly affected; (i) 28 indirectly affected; (j) 15 indirectly affected.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1944-1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
*April.....	9	9	4,363	4,363	25,169
*May.....	9	9	3,035	3,035	6,340
*June.....	12	12	2,773	2,773	4,688
*July.....	26	28	11,647	11,884	45,273
*August.....	20	31	7,494	13,159	41,297
Cumulative totals.....	128	.....	44,349	.....	170,293
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
April.....	12	12	14,384	14,384	115,994
May.....	24	25	9,481	22,827	126,386
June.....	22	23	5,840	5,980	9,528
July.....	22	23	9,229	9,571	26,023
August.....	22	26	9,086	12,585	120,283
Cumulative totals.....	157	.....	66,509	.....	464,594

* Preliminary.

† Strikes untermiated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries." The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to war conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in June, 1945, was 183 and 22 were still in progress from the previous month, making a total of 205 during the month, in which 56,800 workers were involved and a time loss of 200,000 working days was caused.

Of the 183 stoppages which began during June, 17 arose out of demands for advances in wages; 52 on other wage questions; seven over questions as to working hours; 24 out of questions respecting the employment of particular classes or persons; 72 on other questions respecting working arrangements; and 11 over questions of trade union principle.

Australia

Figures for the fourth quarter of 1944 show 215 work stoppages, directly involving 58,473 workers, with a total time loss for workers directly and indirectly involved of 245,685 man-days. For the year 1944 there were 939 work stoppages, directly involving 260,624 workers, with a total time loss for workers directly and indirectly involved of 912,752 man-days.

British India

Preliminary figures for March, 1945, show 52 work stoppages, involving 35,701 workers, with a time loss of 97,776 man-days.

New Zealand

Preliminary figures for the first quarter of 1945 show 53 work stoppages, involving 12,584 workers, with time loss of 21,014 working days.

United States

Preliminary figures for July, 1945, show 500 strikes and lockouts beginning in the month, in which 290,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,500,000 man-days. Corresponding figures for June, 1945, are 485 strikes and lockouts, involving 292,000 workers, with a time loss of 1,725,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, August, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported
By the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index rose 0.2 points to 120.5 between July 3 and August 1, 1945, due mainly to food price increases. Substantially higher prices for eggs and smaller gains for butter and lamb overbalanced lower fresh vegetable quotations to move the index up 0.6 to 136.2. Among other groups, homefurnishings and services at 119.3 and miscellaneous items at 109.5 were each up 0.1, while clothing dropped 0.1 to 122.1. Rentals at an index level of 112.1, and fuel and light at 106.5 were unchanged in August.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau

of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

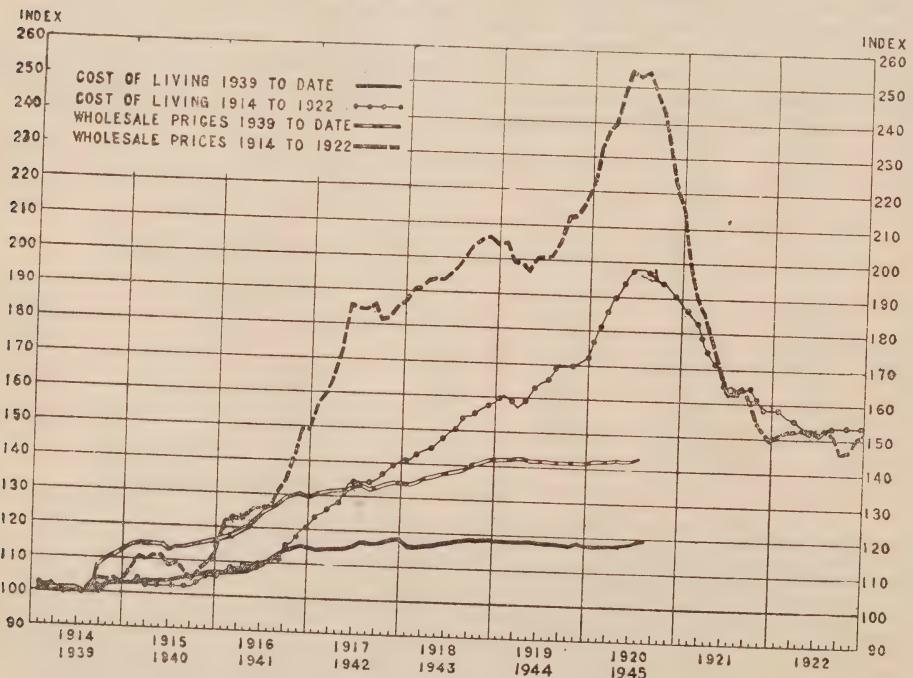


TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the Beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1	95.4	97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	97.2	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3		99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.6	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.4	118.4	108.9	124.9
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
May 1.....	118.1	119.0	131.7	112.1	106.6	122.0	118.9	109.4	125.5
June 1.....	118.7	119.6	133.4	112.1	106.6	122.1	118.9	109.4	126.4
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
August 1.....	119.5	120.5	136.2	112.1	106.5	122.1	119.3	109.5	127.8

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.
† Commodities in the cost-of-living index excluding rents and services.

table for chain store prices was not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weights was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

Wholesale Prices, July, 1945

Wholesale prices registered further upturns in July as indicated by a rise of 0.8 points to 104.0 (1926=100) in the composite index. Due largely to seasonal strength in potatoes

TABLE II.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF AUGUST, 1945

(Base: August 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	121.1	148.1	105.7	105.2	118.7	115.5	109.8
Saint John.....	120.9	138.2	107.8	112.2	122.2	116.9	110.0
Montreal.....	123.6	144.8	108.8	109.7	124.5	120.0	107.7
Toronto.....	118.4	133.3	111.1	111.4	119.0	115.0	109.6
Winnipeg.....	118.0	135.9	104.6	109.0	119.7	117.4	108.0
Saskatoon.....	121.2	139.4	113.2	110.4	120.7	119.9	107.9
Edmonton.....	117.7	137.5	100.0	103.6	124.3	117.3	109.1
Vancouver.....	119.4	139.4	100.2	114.2	126.1	115.7	108.8

and smaller increases in rye, hay, rosin and lemons, the vegetable products sub-group rose 2.1 points to 100.1 during the month. Onions averaged somewhat lower. Animal products gained 0.8 to 108.3, reflecting higher quotations for hogs, furs, fowl, butter and eggs which outweighed declines in steers, calves, lambs and salt spring mackerel. Among other groups, a price increase in quebracho extract was responsible for a gain of 0.3 to 98.9 in chemicals and allied products, while textile products moved up 0.2 to 91.9 due to higher quotations for rayon fabrics. Non-metallic minerals recorded the only decline, dropping 0.3 to 101.7 following recessions in

coal oil and lubricating oil prices, which over-balanced strength in British Columbia slack coal. Wood, wood products and paper at 117.6, iron products at 115.3 and non-ferrous metals at 79.7 remained unchanged in July.

Canadian farm product prices rose 2.1 points to an index level of 107.8 in July due principally to strength in field products. In this section sharp seasonal increases for potatoes and lesser gains for rye and hay over-balanced weakness for onions, advancing the index 3.4 points to 99.2. Animal products weakened 0.1 to 122.3 in the same period due to easier live stock prices. These outweighed strength in eggs and poultry.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—AUGUST, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR AUGUST, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	Jan. 1944	April 1944	July 1944	Oct. 1944	Jan. 1945	April 1945	June 1945	July 1945	Aug. 1945	Price Aug. 1945
Beef, sirloin steak.....	lb.	100.0	120.7	143.0	143.0	153.8	154.5	153.8	154.1	154.5	154.5	154.8	43.2
Beef, round steak.....	lb.	100.0	125.7	154.4	154.4	166.2	167.1	166.7	167.1	167.1	167.5	167.9	39.8
Beef, rib roast.....	lb.	100.0	125.5	173.5	173.9	172.2	172.2	173.0	173.9	173.5	173.9	174.3	40.1
Beef, shoulder.....	lb.	100.0	132.7	180.5	179.9	162.9	161.6	161.0	161.0	161.6	161.6	161.6	25.7
Beef, stewing.....	lb.	100.0	136.7	180.2	180.2	169.0	169.0	168.3	168.3	168.3	168.3	168.3	21.2
Veal, forequarter.....	lb.	100.0	139.3	180.5	175.7	174.6	174.6	173.4	173.4	173.4	173.4	174.0	29.4
Lamb, leg roast.....	lb.	100.0	109.9	130.6	142.3	162.3	151.1	147.9	148.9	153.5	162.0	164.4	46.7
Pork, fresh loins.....	lb.	100.0	125.3	138.8	138.8	138.8	138.8	141.5	141.5	142.7	143.8	143.8	37.4
Pork, fresh shoulder.....	lb.	100.0	127.0	147.4	146.4	146.4	146.4	142.9	142.3	142.9	143.4	143.4	28.1
Bacon, side, med. sliced.....	lb.	100.0	132.3	140.3	140.3	140.3	140.0	140.9	141.2	141.2	141.5	141.5	46.0
Lard, pure.....	lb.	100.0	151.3	162.3	155.3	151.8	151.8	155.3	156.1	157.0	157.0	157.9	18.0
Shortening, Vegetable.....	lb.	100.0	134.7	137.5	137.5	137.5	137.5	136.8	136.8	137.5	137.5	137.5	19.8
Eggs, grade "A" fresh.....	doz.	100.0	156.4	161.2	136.5	136.2	155.3	146.4	138.5	137.8	140.5	155.3	47.2
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamery, prints.....	lb.	100.0	140.5	145.8	146.2	143.2	145.4	146.2	146.2	144.0	143.6	144.3	39.4
Cheese, Canadian, mild.....	lb.	100.0	174.6	168.3	165.4	163.9	163.9	164.9	164.4	164.4	164.4	164.4	34.2
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	127.3	124.2	127.3	124.2	124.2	124.2	124.2	4.1
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn Flakes, 8 oz.....	pkg.	100.0	101.1	101.1	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½ s.....	tin	100.0	129.9	136.8	137.7	138.7	138.7	137.7	136.8	136.8	136.8	137.7	14.6
Peas, canned, 2's.....	tin	100.0	117.5	123.3	124.2	124.2	123.3	122.5	122.5	121.7	121.7	121.7	14.6
Corn, canned, 2's.....	tin	100.0	128.3	134.5	135.4	134.5	134.5	133.6	132.7	132.7	132.7	132.7	15.0
Beans, dry.....	lb.	100.0	129.4	131.4	131.4	133.3	133.3	133.3	133.3	133.3	133.3	133.3	6.8
Onions.....	lb.	100.0	108.2	146.9	157.1	159.2	124.5	112.2	108.2	130.6	140.8	142.9	7.0
Potatoes.....	15 lb.	100.0	89.9	137.8	147.3	153.0	128.4	126.8	141.2	171.6	204.9	218.3	71.6
Prunes, medium.....	lb.	100.0	115.8	129.8	123.7	122.8	122.8	122.8	121.1	120.2	120.2	120.2	13.7
Raisins, seedless, bulk.....	lb.	100.0	104.0	102.0	108.6	114.6	115.9	102.6	106.6	109.9	108.6	107.9	16.3
Oranges, medium size.....	doz.	100.0	132.5	140.3	139.6	141.0	141.6	142.7	147.1	157.7	153.6	154.6	45.3
Lemons, medium size.....	doz.	100.0	111.3	138.2	136.6	139.7	144.0	145.5	140.9	143.1	145.2	147.7	45.0
Jam, strawberry, 16 oz.....	jar	100.0	111.3	114.5	115.1	114.5	115.1	114.5	115.1	115.1	114.5	115.1	18.9
Peaches, 20 oz.....	tin	100.0	101.5	108.1	108.6	108.1	108.1	104.6	104.1	105.1	105.1	105.1	20.7
Marmalade, orange, 16 oz.....	jar	100.0	118.3	131.8	131.1	130.3	130.3	129.6	129.6	128.9	128.9	128.9	17.5
Corn Syrup, 2 lb.....	tin	100.0	138.0	154.0	155.0	155.7	155.7	155.8	155.8	158.2	158.2	158.2	27.1
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.1	131.1	131.1	131.1	131.1	131.1	131.1	131.1	131.1	44.4
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to August 1945 prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS.

	Beef						Pork														
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins per lb.	Fresh shoulder per lb.	Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package	
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
1—Charlottetown.....	44-5	40-6	38-2	28-2	22-2	....	45-6	38-0	33-0	45-5	19-2	20-2	42-5	9-0	40-6	35-1	7-3	4-6	6-0	10-0
Nova Scotia—																					
2—Halifax.....	44-4	41-2	38-7	27-1	23-4	24-2	51-9	39-2	25-9	46-5	19-1	19-8	52-5	11-0	42-5	35-5	8-0	4-5	6-1	9-9	
3—New Glasgow.....	45-8	43-1	42-3	26-8	23-1	....	51-8	39-9	30-9	46-4	19-5	19-9	47-0	10-0	42-9	36-8	7-3	4-9	6-1	10-0
4—Sydney.....	47-8	41-7	....	30-5	24-4	....	....	....	....	47-6	19-0	19-8	50-1	12-0	42-5	35-7	7-3	4-5	5-9	9-9
5—Truro.....	45-5	40-7	36-0	28-2	17-7	....	....	39-7	29-4	45-8	19-5	20-3	51-4	10-0	42-0	35-8	6-7	4-9	6-0	9-8
New Brunswick—																					
6—Fredericton.....	45-0	42-4	46-4	27-4	20-3	29-5	49-4	39-0	31-3	47-3	19-3	19-9	49-1	10-0	40-9	35-0	7-3	4-8	6-3	9-4	
7—Moncton.....	45-6	41-4	40-9	27-1	21-0	30-0	50-6	37-6	29-9	48-3	18-5	19-9	50-6	10-0	41-3	34-9	8-0	4-5	5-9	10-0	
8—Saint John.....	45-3	43-2	38-6	26-6	22-3	30-0	50-9	40-8	29-5	45-5	18-9	19-8	52-5	11-0	41-4	34-5	7-3	4-2	6-0	9-7	
Quebec—																					
9—Chicoutimi.....	41-5	38-4	38-3	28-2	22-3	....	....	29-1	29-1	49-0	20-0	20-6	46-6	10-0	39-4	33-7	6-7	4-3	....	9-9
10—Hull.....	40-8	38-3	37-4	25-4	19-1	30-4	....	32-5	28-5	46-3	17-7	19-3	46-9	10-0	38-4	30-8	5-3	3-8	5-5	9-5
11—Montreal.....	42-6	39-6	43-6	24-4	20-0	26-5	47-2	34-1	26-6	46-8	18-5	19-3	52-6	10-5	39-4	33-8	6-0	3-8	5-5	9-3	
12—Quebec.....	41-5	38-0	42-1	23-8	18-8	29-6	41-9	33-7	26-7	43-7	18-6	19-5	50-6	10-0	39-4	34-1	5-5	3-6	5-9	9-5	
13—St. Hyacinthe.....	37-6	35-4	35-0	25-1	18-7	30-6	38-4	30-0	27-1	47-5	18-7	19-5	45-9	9-0	39-0	32-2	5-3	4-1	6-0	9-8	
14—St. Johns.....	44-6	42-7	42-5	27-4	17-5	30-3	47-3	18-5	19-8	47-3	9-0	39-2	32-0	5-3	4-1	5-7	9-7
15—Sherbrooke.....	43-6	40-3	40-6	26-9	18-3	32-7	45-2	34-4	26-5	40-3	18-6	19-7	51-0	10-0	38-5	34-6	5-3	4-2	6-0	9-8	
16—Sorel.....	40-2	37-5	40-9	25-3	19-6	....	37-0	33-6	26-6	47-0	18-5	19-6	50-4	9-0	38-7	32-2	5-3	4-1	5-3	10-0
17—Thetford Mines.....	34-3	35-0	34-0	25-6	17-6	....	....	....	26-1	38-8	18-6	19-4	53-0	9-0	38-4	31-7	5-3	4-0	5-3	9-6
18—Three Rivers.....	40-4	37-3	36-0	24-9	20-8	....	....	29-5	26-0	46-7	18-0	19-6	51-7	10-0	38-6	34-6	6-0	4-0	5-5	9-7
Ontario—																					
19—Belleville.....	41-6	38-6	40-0	25-8	20-2	27-7	44-7	37-4	29-8	45-1	17-4	19-2	46-3	10-0	38-3	30-4	6-7	4-2	5-5	8-7	
20—Brantford.....	43-9	40-4	40-5	25-9	19-0	30-0	48-7	38-9	27-7	46-0	17-6	19-5	47-6	10-0	39-1	35-0	6-7	4-2	5-4	9-1	
21—Brockville.....	46-7	42-8	44-0	26-3	21-6	....	....	....	....	44-5	17-7	19-3	46-9	10-0	38-1	30-5	6-3	4-0	5-5	8-8
22—Chatham.....	43-4	39-8	41-2	25-8	19-9	30-5	47-7	37-7	32-2	46-3	17-5	19-4	44-7	10-0	38-2	35-3	5-3	4-1	5-2	8-7	
23—Cornwall.....	44-3	40-7	40-5	26-0	17-9	....	45-7	37-0	27-4	46-0	18-1	19-4	45-3	10-0	39-0	30-3	6-0	4-0	5-8	9-2
24—Fort William.....	43-4	39-7	37-6	25-4	22-3	29-3	....	36-4	29-6	45-8	17-9	19-1	48-3	11-0	39-4	32-0	6-0	3-9	5-1	8-8
25—Galt.....	43-6	40-3	40-0	25-0	22-8	30-0	....	38-0	26-3	47-3	17-9	19-2	45-6	10-0	39-1	36-6	6-7	4-1	5-8	8-8
26—Guelph.....	43-4	40-4	39-2	26-3	24-5	31-2	50-1	40-1	28-7	46-4	17-9	19-2	45-8	10-0	39-2	35-4	6-0	4-0	5-7	8-8	
27—Hamilton.....	44-2	41-0	41-7	25-5	22-7	29-7	49-5	40-2	29-1	47-6	17-9	19-0	50-0	11-0	39-7	37-3	6-0	4-2	5-6	8-8	
28—Kingston.....	43-1	38-8	39-0	25-8	18-5	25-7	48-5	37-4	27-4	45-7	17-4	19-2	45-8	10-0	38-7	31-4	6-0	4-3	5-3	9-2	
29—Kitchener.....	42-7	40-1	40-9	25-2	23-1	30-4	47-8	38-7	27-0	46-7	18-2	19-5	43-5	10-0	39-2	33-9	6-3	4-0	6-0	8-8	
30—London.....	43-7	40-1	41-2	25-4	22-1	30-1	48-9	39-3	25-8	45-5	18-3	19-3	46-3	10-0	39-0	33-2	6-0	4-0	5-6	8-8	
31—Niagara Falls.....	42-8	39-5	41-1	25-1	19-7	29-9	50-5	39-1	27-5	44-4	18-0	19-3	49-1	10-5	39-0	32-7	6-0	4-2	5-8	8-8	
32—North Bay.....	43-9	40-6	42-0	25-8	18-3	30-0	49-0	....	....	46-5	18-0	19-5	51-9	11-0	39-0	32-9	6-7	4-2	6-3	9-7
33—Oshawa.....	43-7	40-7	42-6	25-5	21-6	32-3	....	39-9	28-0	46-1	17-7	19-5	50-1	10-0	39-4	33-6	6-0	4-1	5-6	8-8
34—Ottawa.....	44-3	41-4	42-9	26-5	22-0	29-7	49-9	36-9	28-5	49-1	18-1	19-0	49-6	10-0	39-0	31-0	6-7	3-8	5-7	8-7	

COAL AND RENTALS IN CANADA, AUGUST, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar			Tea, black, medium per 4 lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (25 oz), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.	Coffee, medium, per lb.		Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$		
15·1	15·5	15·7	6·6	8·1	54·1	13·9	17·9	45·9	64·4	30·5	22·1	37·4	29·2	8·6	8·1	53·7	38·0	.....	11·57	24·00-28·00(b)	1
14·6	14·5	14·8	6·9	7·9	75·3	14·4	16·4	54·5	53·9	39·4	20·6	36·9	29·1	8·6	8·3	49·8	38·0	.....	12·29	27·50-31·50	2
14·9	15·1	15·0	6·6	6·9	74·6	14·1	16·6	48·9	49·7	39·9	....	33·6	28·9	8·2	8·2	51·6	38·0	.....	8·42	16·00-20·00	3
15·0	14·9	14·9	6·8	7·8	78·1	13·4	15·7	52·4	58·3	39·0	....	37·0	28·9	8·6	8·4	49·6	37·8	.....	6·75	18·00-22·00(b)	4
14·7	14·7	15·0	7·0	7·9	72·6	14·5	16·5	49·2	51·2	39·7	....	37·6	29·7	8·7	8·7	50·3	38·0	.....	11·41	26·50-30·50	5
14·8	15·3	14·7	6·7	7·1	71·7	14·7	16·1	45·0	56·7	39·5	20·0	38·8	29·3	8·5	8·3	50·0	38·0	.....	12·09	21·00-25·00(b)	6
14·8	15·0	15·0	6·8	7·1	71·1	13·7	18·4	46·6	53·2	41·0	20·4	37·9	28·4	9·0	8·8	51·1	38·0	.....	11·57	26·00-30·00(b)	7
14·8	14·8	14·7	6·8	7·0	71·6	13·7	15·0	53·1	51·2	39·9	20·2	36·1	28·9	8·5	8·3	47·7	38·0	.....	12·70	20·50-24·50(b)	8
14·3	15·2	14·7	6·9	8·7	75·7	15·0	17·2	47·8	55·0	40·0	....	39·7	28·7	8·6	8·2	52·3	39·9	18·00	.....	.....	9
13·6	14·4	14·8	7·2	7·0	74·0	13·2	17·5	41·4	46·2	36·9	21·0	35·7	27·5	8·3	8·1	45·7	38·9	16·75	.....	15·50-19·50	10
13·3	14·2	14·3	6·7	6·8	72·7	13·8	16·7	42·0	41·8	37·7	20·7	35·1	27·4	8·0	7·9	47·0	39·6	16·75	.....	23·00-27·00(b)	11
14·4	14·6	14·8	6·6	7·4	70·6	14·5	17·1	46·1	50·7	38·3	20·2	36·4	28·5	8·1	7·9	43·5	39·9	16·00	.....	27·00-31·00(b)	12
13·8	14·7	15·7	6·9	7·9	71·0	14·2	17·2	45·9	47·6	38·4	....	36·4	28·6	8·0	7·8	42·6	40·3	15·75	.....	16·00-20·00(b)	13
14·0	14·8	15·0	6·8	8·3	62·9	14·5	17·7	43·3	46·7	39·5	....	37·4	28·4	8·0	7·9	41·7	40·0	15·50	.....	.....	14
14·0	15·2	15·3	6·4	7·1	71·6	14·7	18·2	45·7	47·5	39·6	....	39·2	28·9	8·0	8·0	41·3	39·4	17·50	.....	20·00-24·00(b)	15
14·7	14·6	15·6	7·3	7·8	72·6	15·3	17·4	44·3	55·4	41·2	19·3	37·7	29·5	7·9	7·7	46·2	39·4	16·25	.....	.....	16
14·1	14·5	15·3	6·1	7·6	73·5	15·0	16·1	45·9	48·0	39·7	....	38·4	28·5	8·0	7·5	48·0	39·4	19·00	.....	14·00-18·00(b)	17
14·5	14·3	14·5	6·7	8·1	68·0	14·9	19·0	45·4	51·8	40·3	....	37·7	28·7	8·5	8·0	47·5	40·3	16·00	.....	20·00-24·00(b)	18
12·9	14·1	14·6	6·3	6·2	73·5	14·1	16·2	44·3	46·8	36·5	....	33·6	26·4	8·4	8·4	43·9	38·9	16·00	.....	.....	19
14·3	14·3	14·9	6·6	7·1	70·2	13·2	16·3	44·3	47·1	36·2	19·7	33·4	26·8	8·4	8·3	46·4	39·4	16·00	.....	22·00-26·00	20
14·1	14·0	14·5	6·4	7·1	73·6	13·4	17·7	44·9	48·2	35·0	....	35·1	27·6	8·3	8·1	43·8	38·4	16·00	.....	20·00-24·00	21
14·4	14·2	14·7	5·8	6·5	68·5	14·4	16·1	45·7	45·0	36·3	....	33·5	26·3	8·6	8·5	41·3	38·1	16·00	.....	21·50-25·50	22
14·6	14·7	15·0	6·6	6·9	73·0	14·0	16·0	39·3	43·8	....	....	34·7	26·6	8·2	8·2	45·3	39·7	16·50	.....	23·00-27·00(b)	23
14·2	14·4	14·4	6·6	6·8	77·0	13·8	17·0	44·2	46·5	37·9	19·6	34·8	26·2	8·7	8·5	41·9	38·1	16·80	.....	25·50-29·50	24
14·1	14·5	14·4	6·6	6·7	70·4	13·1	16·3	44·3	47·6	35·6	19·5	32·6	25·6	8·5	8·3	44·4	39·4	16·00	.....	22·00-26·00	25
14·0	14·2	14·9	6·2	6·6	69·7	13·3	16·1	42·9	45·4	35·9	....	32·8	25·8	8·6	8·5	43·2	38·6	16·00	.....	22·50-26·50	26
13·8	14·1	14·3	6·3	7·1	69·3	13·8	15·1	45·3	46·9	34·9	....	33·1	26·1	8·1	8·1	43·0	39·3	15·50	.....	26·00-30·00	27
13·6	14·0	14·5	6·6	6·3	71·0	14·2	15·3	48·4	45·4	37·3	....	35·0	26·6	8·1	7·9	43·4	38·8	16·00	.....	29·00-33·50	28
14·3	14·3	14·7	6·6	6·3	69·3	14·0	16·1	44·6	50·1	36·6	19·7	32·8	25·8	8·6	8·5	41·1	39·4	16·00	.....	26·00-30·50	29
14·2	14·5	14·7	6·3	6·6	70·3	14·3	14·8	44·7	45·5	36·4	....	32·5	25·5	8·6	8·4	43·7	30·3	16·50	.....	26·50-30·50	30
12·9	13·4	14·5	7·0	6·1	72·4	12·9	14·4	45·3	46·4	35·9	....	34·3	25·4	8·6	8·6	44·7	39·5	14·63	.....	25·00-29·00	31
14·6	14·4	14·9	6·4	6·6	75·6	14·2	15·2	47·7	52·7	38·3	20·0	36·4	28·3	9·0	8·9	49·7	39·6	17·25	.....	23·00-27·00	32
13·7	13·7	.....	7·3	6·7	67·6	13·2	15·6	42·6	50·0	36·0	....	34·6	25·5	8·6	8·4	47·0	39·4	16·00	.....	24·00-28·00	33
14·1	14·4	14·8	6·8	7·0	73·0	13·5	16·6	45·0	47·9	37·4	....	35·5	27·4	8·2	8·0	43·7	39·0	16·75	.....	31·00-35·00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins per lb.	Fresh shoulder per lb.											
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound.....	42-6	39-4	39-6	24-1	22-7	....	....	37-9	27-4	46-5	18-0	19-5	45-9	10-0	39-4	33-0	6-0	4-1	5-3	9-4
36—Peterborough.....	44-8	41-3	42-4	25-6	21-8	32-2	49-3	40-9	27-9	46-9	18-4	19-1	43-8	10-0	39-0	34-2	6-0	4-2	5-4	8-6
37—Port Arthur.....	43-6	40-0	39-0	24-8	22-3	29-3	44-6	37-6	28-6	48-2	17-9	19-0	48-8	11-0	39-7	33-7	6-3	4-1	5-5	9-0
38—St. Catharines.....	44-0	40-7	42-0	25-3	20-6	30-7	....	41-3	25-7	46-9	18-2	19-2	49-1	10-5	39-1	33-6	6-0	4-2	....	8-9
39—St. Thomas.....	43-9	40-4	41-6	25-2	23-0	29-9	50-5	39-7	29-0	45-9	18-6	19-6	46-6	10-0	39-6	33-6	6-0	4-2	5-9	9-4
40—Sarnia.....	43-1	40-3	40-9	26-1	21-2	33-0	47-3	37-9	30-3	45-8	18-5	19-6	48-6	10-0	40-0	32-8	6-0	4-0	6-2	9-4
41—Sault Ste. Marie.....	43-6	40-1	38-4	26-7	22-0	....	44-0	38-0	29-3	45-7	18-0	19-2	48-9	11-0	39-5	32-9	6-7	4-0	5-7	8-9
42—Stratford.....	41-4	39-5	39-8	25-8	22-8	....	....	37-2	27-6	45-7	18-0	20-0	44-7	10-0	38-7	33-1	5-3	3-9	5-9	9-1
43—Sudbury.....	42-7	39-7	39-9	25-1	23-1	27-6	42-0	37-4	29-7	44-6	18-6	19-6	51-7	11-0	39-0	33-6	6-7	4-1	6-4	9-1
44—Timmins.....	44-5	41-0	41-6	26-1	21-5	29-7	49-2	39-5	27-8	44-3	18-9	19-5	50-6	12-0	38-8	34-6	6-7	4-3	5-4	9-4
45—Toronto.....	44-2	40-4	41-8	25-5	22-9	30-9	49-7	39-5	25-0	49-8	17-9	19-1	50-0	11-0	39-3	37-9	6-7	4-2	5-4	8-7
46—Welland.....	41-7	38-6	41-1	25-7	22-1	30-7	....	38-9	28-2	43-5	17-8	19-5	48-0	11-0	39-5	35-3	6-7	4-2	5-1	8-9
47—Windsor.....	43-4	40-3	41-5	25-0	23-3	....	46-0	39-1	28-7	45-9	18-2	19-3	48-8	11-0	39-1	35-4	6-0	4-2	5-4	8-8
48—Woodstock.....	42-7	39-5	39-5	25-0	19-2	....	....	37-5	26-0	44-8	17-7	19-0	45-9	10-0	38-8	32-4	6-0	3-8	5-9	8-8
Manitoba—																				
49—Brandon.....	42-8	38-2	40-2	25-2	19-4	....	47-4	37-0	25-0	46-7	16-8	20-9	42-4	10-0	37-8	34-2	7-1	3-8	5-7	8-9
50—Winnipeg.....	42-2	37-8	34-8	24-8	21-3	27-6	46-7	36-7	29-8	48-1	17-1	19-4	46-4	9-0	37-2	34-6	8-0	3-7	5-3	8-7
Saskatchewan—																				
51—Moose Jaw.....	42-6	37-8	38-2	24-0	18-8	....	46-7	....	26-7	45-5	15-8	20-6	37-7	11-0	37-2	34-7	7-2	3-7	5-3	8-7
52—Prince Albert.....	38-2	35-2	35-0	23-4	17-4	....	....	....	....	40-0	16-6	19-9	41-0	10-0	38-8	34-1	6-0	4-1	....	8-9
53—Regina.....	41-7	38-3	36-1	24-5	21-0	26-4	41-9	34-7	25-0	43-1	16-2	21-7	43-4	10-0	37-3	34-7	6-8	3-9	6-1	9-1
54—Saskatoon.....	41-7	38-0	36-7	25-0	19-8	27-3	42-2	35-0	26-5	44-5	16-2	20-0	41-7	10-0	37-0	34-7	7-2	3-7	5-4	8-9
Alberta—																				
55—Calgary.....	43-2	38-7	40-0	24-9	21-6	26-6	43-7	....	....	48-3	16-1	20-1	42-5	10-0	38-1	36-4	7-2	3-9	5-4	8-7
56—Drumheller.....	40-5	37-0	37-7	24-0	20-0	....	....	35-0	26-7	44-9	17-2	21-6	41-1	10-0	39-1	38-5	8-0	4-4	5-6	9-0
57—Edmonton.....	40-5	36-1	37-8	22-6	20-6	26-6	39-3	35-1	26-6	44-8	15-9	20-0	42-6	10-0	37-8	35-7	7-2	3-8	5-3	8-6
58—Lethbridge.....	41-2	37-2	37-0	24-0	18-0	25-3	42-0	35-4	26-7	43-9	16-0	21-0	42-0	10-0	38-1	....	8-0	4-0	....	8-7
British Columbia—																				
59—Nanaimo.....	46-7	42-6	45-2	27-3	24-8	....	48-4	41-0	29-1	47-9	19-1	20-9	45-5	12-0	41-0	37-7	9-0	4-4	....	9-4
60—New Westminster.....	44-9	40-1	41-8	25-8	23-8	29-7	46-0	39-5	26-8	46-9	18-1	20-0	44-3	10-0	40-7	35-7	8-0	4-2	6-0	9-3
61—Prince Rupert.....	43-7	41-3	43-0	26-0	23-0	28-7	48-0	41-5	29-3	49-8	18-6	20-8	47-6	15-0	41-5	38-0	10-0	4-9	....	9-7
62—Trail.....	44-5	40-7	43-8	25-8	25-0	28-4	47-0	40-0	27-8	45-9	18-1	22-7	49-2	13-0	39-9	34-7	9-0	4-1	5-8	9-3
63—Vancouver.....	46-9	41-8	42-4	26-4	24-9	28-0	49-3	39-3	29-0	49-2	17-9	19-1	45-1	10-0	40-3	35-3	9-6	4-1	5-7	8-9
64—Victoria.....	45-8	41-8	43-8	26-5	23-9	31-7	48-4	40-2	30-1	45-8	18-6	20-1	45-6	11-0	40-9	35-6	9-0	4-3	6-5	8-9

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

COAL AND RENTALS IN CANADA, AUGUST, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Maraschino, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar			Coffee, medium, per lb.	Tea, black, medium per 4 lb. package	Coal		Rent (a)
Tomatoes, choice, 24's (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.	Anthracite, per ton			Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
14-4	14-3	.....	6-4	6-5	74-6	14-3	15-1	47-7	47-6	34-2	20-3	34-6	26-2	8-6	8-4	47-6	39-1	18-50	.....	19-00-20-00	35
12-4	13-7	14-6	6-1	7-2	71-7	13-6	15-2	41-4	47-2	37-1	21-5	33-9	28-7	8-5	8-5	44-0	39-0	10-75	.....	24-00-25-00	36
14-0	14-5	14-2	6-0	7-3	73-7	14-1	14-5	45-6	50-4	37-8	.....	36-1	25-4	8-5	8-4	41-6	38-1	10-80	.....	23-00-27-00	37
13-2	13-5	14-0	6-7	6-8	66-3	13-6	14-8	40-0	49-4	34-6	18-3	33-4	26-7	8-5	8-2	43-8	39-1	15-75	.....	27-00-31-00	38
14-0	14-4	14-5	6-3	6-5	67-5	13-5	15-6	43-4	48-8	36-1	20-0	34-0	28-2	8-7	8-6	45-0	39-7	10-00	.....	21-00-25-00	39
14-8	14-6	14-8	6-9	6-1	67-3	13-2	15-7	47-2	47-6	37-2	.....	33-5	28-5	8-8	8-7	44-9	37-4	12-50	.....	23-00-27-50	40
14-6	14-6	14-8	6-1	6-5	73-0	13-0	15-4	43-3	48-1	.....	.....	34-8	28-3	8-5	8-5	41-2	39-6	17-00	.....	23-00-27-00	41
14-4	14-2	14-6	6-0	6-2	69-0	13-8	14-4	44-4	48-8	35-5	19-3	33-2	28-5	8-8	8-8	45-1	38-7	16-00	.....	21-00-25-00	42
14-3	14-6	14-7	6-2	6-7	70-7	12-6	17-0	43-5	48-1	39-0	.....	34-9	28-1	8-8	8-5	46-0	38-7	17-75	.....	23-00-27-00	43
15-0	14-3	14-2	6-4	6-7	73-3	13-6	15-2	49-7	50-9	38-0	19-7	35-0	28-0	8-8	8-8	40-3	38-5	10-50	.....	25-50-29-50	44
13-5	13-8	14-0	6-4	6-5	71-4	13-6	15-3	44-2	48-4	35-6	.....	32-3	35-8	8-2	8-0	44-7	38-7	15-50	.....	32-50-36-50	45
13-5	13-4	14-5	6-1	6-2	69-1	14-0	13-5	46-0	45-6	35-0	18-7	32-6	28-5	8-2	8-3	41-5	39-1	15-50	.....	.....	46
14-0	14-6	14-5	6-2	6-7	68-9	13-7	14-6	43-1	42-0	34-8	.....	33-2	26-2	8-2	8-0	41-3	38-5	16-00	.....	25-00-29-00	47
14-4	14-0	14-4	6-3	7-3	69-9	12-8	15-9	39-5	43-7	35-6	.....	33-7	26-5	8-6	8-6	45-6	39-1	16-00	.....	22-00-26-00	48
15-5	14-6	15-6	7-1	6-7	74-1	13-6	13-1	42-7	45-8	.....	.....	36-6	25-2	9-2	9-0	40-5	37-8	8-37	.....	21-00-25-00	49
15-3	15-5	16-0	7-3	6-6	73-0	13-0	13-3	44-6	42-1	39-0	22-0	36-0	24-8	9-0	8-6	37-5	37-9	12-45	.....	20-00-20-00	50
16-9	15-1	15-6	6-7	7-0	75-6	13-5	16-7	42-0	49-4	41-2	22-5	38-2	27-2	9-3	9-8	43-0	38-8	10-30	.....	22-00-26-00	51
16-3	16-2	16-4	7-3	7-7	77-7	15-1	17-6	43-6	48-1	40-0	23-1	38-0	28-8	10-0	9-6	39-8	37-8	10-30	.....	10-50-23-50	52
16-5	15-8	15-8	6-8	7-3	74-0	12-2	17-7	42-0	43-8	39-0	22-1	37-1	28-0	9-3	9-7	42-3	38-0	11-50	.....	26-00-32-00	53
17-3	15-9	17-1	7-3	7-0	73-9	15-2	17-7	47-3	48-8	39-3	22-9	37-8	27-3	9-7	9-8	44-2	37-7	10-10	.....	22-00-26-00	54
15-1	14-6	15-2	7-3	7-1	74-6	13-8	17-2	45-4	48-5	37-0	21-3	33-8	28-4	9-0	9-5	41-5	37-7	8-25	.....	26-00-30-00	55
17-3	15-9	16-6	7-6	7-3	75-3	13-1	17-1	46-6	51-1	40-5	22-9	35-7	28-6	9-5	9-7	43-4	38-0	.....	.....	21-00-25-00	56
15-6	14-9	16-0	7-3	7-2	73-9	14-0	17-5	48-6	42-6	38-2	21-7	33-6	25-8	9-2	9-3	43-2	37-6	5-40	.....	24-50-28-50	57
15-5	13-9	14-6	7-0	6-9	74-0	12-3	18-2	44-2	48-2	.....	.....	20-9	32-4	9-8	9-5	45-0	37-5	4-90	.....	22-00-26-00	58
15-2	15-0	15-0	8-1	.....	69-7	10-3	17-2	39-0	39-7	.....	.....	20-3	30-2	8-9	8-8	40-9	38-1	.....	.....	17-00-21-00	59
14-7	14-3	15-0	7-6	6-0	64-1	11-8	16-6	45-0	38-6	.....	.....	20-5	33-2	7-9	7-8	38-5	38-2	13-00	.....	20-50-24-50	60
15-9	15-8	16-5	8-3	7-2	76-1	12-6	17-6	52-2	48-6	37-5	21-3	32-0	26-4	8-7	8-6	44-3	38-7	10-35	.....	20-00-24-00	61
15-0	15-3	16-3	8-3	6-5	72-4	12-7	16-7	45-5	47-8	33-5	21-7	34-6	27-7	8-9	8-8	39-2	37-7	10-75	.....	23-00-27-00	62
14-7	14-7	14-7	7-4	.....	66-6	11-2	16-5	49-0	39-1	.....	.....	19-9	30-6	8-0	8-0	39-3	37-8	13-00	.....	23-50-27-50	63
15-0	15-0	15-0	7-5	6-4	72-4	13-3	15-6	43-5	40-6	37-3	19-9	31-1	24-8	8-4	8-5	43-1	38-1	13-25	.....	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS
(1926=100)

Commodities	1913	1918	1920	1922	July 1926	July 1929	July 1933	July 1940	July 1941	July 1942	July 1943	July 1944	June 1945	July 1945
All commodities.....	64.0	127.4	155.9	97.3	100.1	97.2	70.5	82.6	91.2	96.1	100.1	102.5	103.2	104.0
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	100.8	96.9	69.7	71.3	78.5	86.1	92.4	95.1	98.0	100.1
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	99.1	108.5	59.4	77.2	93.5	101.1	107.6	105.9	107.5	108.3
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.1	91.5	70.6	84.0	92.5	91.9	91.9	91.7	91.7	91.9
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.6	93.9	62.6	89.9	97.1	101.5	108.0	118.1	117.6	117.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	99.5	93.8	85.5	103.2	112.6	115.8	115.7	117.0	115.3	115.3
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	98.5	69.9	76.9	77.6	77.8	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.1	93.4	82.9	90.3	96.3	99.2	100.5	102.3	102.0	101.7
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.4	95.8	81.1	89.4	100.2	102.2	100.6	100.1	98.6	98.9
Classified according to Purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	99.3	94.7	72.2	83.7	92.1	96.4	97.4	97.4	98.4	99.1
Foods Beverages and Tobacco.....	61.8	119.0	150.8	90.2	98.9	99.7	67.7	79.3	91.6	100.3	103.5	101.2	104.0	106.2
Other Consumers Goods.....	62.2	91.9	126.3	101.4	99.5	91.3	75.2	86.7	92.4	93.8	93.4	94.8	94.6	94.4
II. Producers' Goods.....	67.7	133.3	164.8	98.8	101.3	100.6	69.2	77.7	84.5	88.0	95.3	99.9	100.0	100.5
Producers' Equipment.....	55.1	81.9	108.6	104.1	96.8	94.9	84.8	102.3	106.7	110.0	114.2	118.5	119.6	119.5
Producers' Materials.....	69.1	139.0	171.0	98.2	101.8	101.3	67.5	75.0	82.0	85.6	93.2	97.8	98.4	98.4
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	98.9	80.8	95.3	109.9	114.5	119.6	127.4	122.3	122.3
Manufacturers' Materials.....	69.6	148.1	177.3	95.8	102.2	101.8	65.2	71.6	77.3	80.7	88.7	92.8	94.4	94.4
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	100.2	94.8	68.7	69.3	77.5	82.3	88.0	90.5	92.4	93.6
B. Animal.....	70.1	129.0	146.0	95.9	98.3	104.4	61.0	79.1	92.6	97.5	101.4	100.2	101.3	101.8
Farm (Canadian).....	64.1	132.6	160.6	88.0	100.8	107.6	60.1	64.4	71.7	81.1	96.4	100.2	105.7	107.8
II. Marine.....	65.9	111.6	114.1	91.7	100.5	103.3	61.7	77.2	92.1	111.4	130.3	129.8	131.6	131.4
III. Forest.....	60.1	89.7	151.3	106.8	100.5	93.8	62.8	89.7	96.7	101.0	107.5	117.3	116.8	116.9
IV. Mineral.....	67.9	115.2	134.6	106.4	99.8	93.3	80.5	91.2	96.3	98.3	99.3	100.5	99.8	99.7
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	99.8	101.6	62.9	74.9	82.5	90.7	100.0	103.9	105.8	107.3
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	99.7	98.1	72.4	80.7	90.4	91.8	92.8	93.4	93.7	93.8

Price Movements in Canada and Other Countries

NET changes in wholesale prices were small in the second quarter of 1945. Between March and June the Canadian composite index advanced a further 0.2 points to 103.2 (1926=100). Strength was noted in vegetable and animal products during the quarter while wood, wood products and paper, iron and its products and non-metallic minerals recorded declines. The Bureau of Labor Statistics index of wholesale prices for the United States advanced 0.8 points to touch 106.1 in June. Higher prices for farm products and foods were mainly responsible for this increase. In the United Kingdom sharply higher prices for foods and coal were reflected in a gain of 2.2 points to 170.0 (1930=100) in the index published by the Board of Trade. Available indexes for Latin-American countries were steadier in the second quarter, the Argentine series declining 0.3 to 217.5 (1926=100) between March and June, while the Chilean index moved up 3.7 points to 876.9 (1913=100) in April. In the Far East, the India (Calcutta) index on the base July 1914=100 declined in the first half of 1945, the May index of 293 comparing with 301 for December, 1944. Cereals in this series continued to decline, while tea and raw cotton were firmer. The Australian wholesale prices index rose 8 points in the second quarter to 1415 (July 1936-June 1939=1000) in June, while the New Zealand series rose 12 points to an index level

of 1589 (1926-30=1000) between December, 1944 and April, 1945. South African wholesale prices were up 14 points to 1786 (1910=1000) between March and May, reflecting higher quotations for grain, meal, potatoes and dairy produce.

Movements of cost-of-living indexes were more consistently upward than those for wholesale price series. For the Canadian index, the June, 1945 level of 119.6 (1935-1939=100) was 0.9 points above March, due mainly to higher prices for foods and smaller increases for clothing, homefurnishings and services and miscellaneous items. In the same interval the Bureau of Labor Statistics cost-of-living index for the United States rose 2.2 points to a new wartime peak of 129.0. Accounting for the advance were considerably higher food prices coupled with smaller increases for clothing and homefurnishings. On the base July, 1914=100, the United Kingdom cost-of-living index rose 2 points to 204, reflecting advances in fuel and light, food and rent. The Australian quarterly index for six capital cities rose 3 points to 1269 (July, 1936-June, 1939=1000) in June with higher food and grocery prices responsible for the advance. In South Africa an index of living costs for nine towns registered a gain of 8 points to 1327 (1938=1000) between March and May, with higher foods mainly responsible.

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Description of Index	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
		Whole-sale, Dominion Bureau of Statistics	Cost of Living, Bureau of Statistics	Whole-sale, Labor Bureau of Statistics	Cost of Living, Bureau of Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
		508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1928-1930=1000
Number of Commodities:															
Base Period:															
1913.....		64.0	79.1	69.8	70.7		(a)		(a)	100	107.1	1125		748	628
1914.....		65.5	79.7	68.1	71.8					100	107.1	1090		805	628
1915.....		70.4	80.7	69.5	72.5		123			100	107.1	1204		882	676
1916.....		84.3	87.0	85.5	77.9		146			100	107.1	1379		908	724
1917.....		102.4	102.4	117.5	91.6		176			100	107.1	1583		1024	786
1918.....		127.4	131.3	131.3	107.5		203			100	107.1	1723		1225	850
1919.....		134.0	126.5	138.6	123.8		215			100	107.1	204		1282	912
1920.....		155.9	145.4	154.4	143.0		226			100	107.1	224		1356	1019
1921.....		110.0	129.9	97.6	127.7		226			100	107.1	2512		1428	1034
1922.....		97.3	120.4	96.7	118.7		182			100	107.1	191.2		1194	982
1923.....		106.4	121.8	100.0	122.4		165			100	107.1	167.5		1053	1010
1924.....		98.7	120.5	98.7	123.4		162			100	107.1	144.6		994	1006
1925.....		95.6	121.7	95.3	122.5		164			100	107.1	130.5		988	1004
1926.....		86.6	120.8	86.4	119.4		157			100	107.1	141.2		963	981
1927.....		67.1	94.4	65.9	92.4		140			100	107.1	137		904	795
1928.....		78.6	102.2	78.6	100.8		156			100	107.1	107.1		1036	951
1929.....		75.4	101.5	77.1	99.4		158			100	107.1	137		1071	990
1930.....		82.9	105.6	78.6	100.2		184			100	107.1	143.0		1051	1035
1931.....		90.0	111.7	87.3	105.2		199			100	107.1	174		1111	1073
1932.....		95.7	116.5	98.8	116.5		200			100	107.1	183.5		1176	1109
1933.....		100.0	118.4	103.1	123.6		199			100	107.1	204.6		1242	1416
1934.....		102.5	118.9	104.0	125.5		201			100	107.1	218.2		1297	1513
1935.....		102.5	118.9	104.0	125.5		201			100	107.1	222.6		1373	1502
1936.....		102.5	118.9	104.0	125.5		201			100	107.1	224.1		1410	1566
1937.....		102.5	118.9	104.0	125.5		201			100	107.1	223.5		1408	1558
1938.....		102.5	118.9	104.0	125.5		201			100	107.1	222.8		1399	1559
1939.....		102.4	118.8	104.1	126.5		201			100	107.1	222.7		1397	1559
1940.....		102.4	118.8	104.1	126.5		201			100	107.1	222.0		1398	1558
1941.....		102.4	118.8	104.1	126.5		201			100	107.1	221.4		1398	1558
1942.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1943.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1944.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1945.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1946.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1947.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1948.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1949.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1950.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1951.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1952.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1953.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1954.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1955.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1956.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1957.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1958.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1959.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1960.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1961.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1962.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1963.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1964.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1965.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1966.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1967.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1968.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1969.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1970.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1971.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1972.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1973.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1974.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1975.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1976.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1977.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1978.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1979.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1980.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1981.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1982.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1983.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1984.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1985.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1986.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1987.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1988.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1989.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1990.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1991.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1992.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1993.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1994.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1995.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558
1996.....		102.4	118.8	104.1	126.5		201			100	107.1	221.0		1398	1558

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at June 30, 1945

N the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200*.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

* Amended by Orders in Council P.C. 6367, August 10, 1943, and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT JUNE 30, 1945

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	256	338	350	739	651
Average monthly pension.....	24.52	24.61	24.75	24.57	24.20
* Percentage of pensioners to total population.....	.031	.038	.048	.160	.103
Dominion Government's contributions for quarter ended June 30, 1945.....	\$14,083 71	\$18,751 74	\$20,045 90	\$40,860 29	\$35,377 15
Amounts charged to War Appropriation for quarter ended June 30, 1945, and included in Dominion Government's contributions for the same period.....	\$2,866 92	\$3,807 45	\$4,067 45	\$8,402 28	\$7,528 99
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$276,998 05	\$408,950 32	\$414,779 83	\$922,154 66	\$782,865 74
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$19,492 26	\$26,574 57	\$28,169 18	\$50,727 28	\$41,534 49

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners.....	1,491	112	2,445	342	6,724
Average monthly pension.....	24.73	22.47	24.69	24.96	.....
* Percentage of pensioners to total population.....	.038	.123	.070	.040	.....
Dominion Government's contributions for quarter ended June 30, 1945.....	\$83,793 80	\$5,607 07	\$137,953 48	\$19 965 19	\$376,438 33
Amounts charged to War Appropriation for quarter ended June 30, 1945, and included in Dominion Government's contributions for the same period.....	\$17,274 14	\$1,121 41	\$28,306 80	\$4,026 32	\$77,401 76
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$1,941,440 79	\$115,208 48	\$2,816,468 52	\$403,759 66	\$3,082,626 05
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$109,372 05	\$7,774 99	\$193,095 60	\$27,008 35	\$503,748 77

* Percentages based on the estimated population as at June 1, 1944—Dominion Bureau of Statistics.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT JUNE 30, 1945

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners.....	11,504	15,505	12,427	12,335	14,135	58,323
Average monthly pension.....	24.13	24.38	24.47	22.18	22.54	24.45
* Percentage of pensioners to total population.....	1.42	1.66	1.70	2.67	2.31	1.47
* Percentage of persons over 70 years of age to total population.....	3.06	4.04	4.10	4.55	5.23	4.99
* Percentage of pensioners to popula- tion over 70 years of age.....	46.38	33.71	41.42	58.74	44.17	29.46
Dominion Government's contribu- tions for quarter ended June 30, 1945.....	\$614,475 44	\$845,132 68	\$658,806 65	\$612,330 74	\$714,533 06	\$3,273,041 30
Amounts charged to War Appropria- tion for quarter ended June 30, 1945 and included in Dominion Government's contributions for the same period.....	\$129,061 24	\$175,573 57	\$138,322 01	\$139,733 42	\$159,650 74	\$769,401 09
Dominion Government's contribu- tions from inception of Act.....	\$21,937,049 36	\$30,254,154 34	\$28,585,254 00	\$14,626,561 44	\$22,077,539 28	\$133,330,900 50
Amounts charged to War Appropria- tion since amendment under the War Measures Act and included in Dominion Government's contribu- tions from inception of Act.....	\$843,909 38	\$1,176,044 17	\$975,756 31	\$723,435 71	\$835,507 04	\$4,118,052 92

	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners.....	1,881	49,645	12,971	11	188,827
Average monthly pension.....	18.66	23.94	24.63	24.09	
* Percentage of pensioners to total population.....	2.07	1.42	1.53	.09	
* Percentage of persons over 70 years of age to total population.....	6.59	3.20	3.43	1.52	
* Percentage of pensioners to popula- tion over 70 years of age.....	31.35	44.33	44.73	6.01	
Dominion Government's contribu- tions for quarter ended June 30, 1945	\$78,213 14	\$2,643,645 92	\$709,133 29	\$800 63	\$10,150,112 85
Amounts charged to War Appropria- tion for quarter ended June 30, 1945 and included in Dominion Govern- ment's contributions for the same period.....	\$15,642 63	\$547,680 33	\$147,928 22	\$152 45	\$2,223,145 70
Dominion Government's contribu- tions from inception of Act.....	\$2,323,142 64	\$68,702,493 54	\$27,039,875 25	\$28,587 36	\$348,905,557 71
Amounts charged to War Appropria- tion since amendment under the War Measures Act and included in Dominion Government's contribu- tions from inception of Act.....	\$109,172 75	\$3,840,010 34	\$1,023,843 69	\$1,041 61	\$13,646,773 92

* Percentages based on the estimated population as at June 1, 1944—Dominion Bureau of Statistics.

Labour Organizations Interview Government

REPRESENTATIVES of the Trades and Labour Congress of Canada and the Canadian Congress of Labour recently met with the members of the Dominion Govern-

ment to discuss problems relating to the end of the war and the reconversion to a peacetime economy.

Trades and Labour Congress of Canada

A meeting between members of the Dominion Government, headed by Hon. J. L. Isley, and a delegation from the Trades and Labour Congress of Canada, headed by Mr. Percy R. Bengough, President, and Mr. J. A. Sullivan, Secretary-Treasurer, took place on August 20. The text of the proposals presented by the Congress was as follows:

At a meeting of the Executive Council of the Trades and Labour Congress of Canada and Canadian Representatives of affiliated International and National Unions held in Ottawa recently, consideration was given to the news release issued by the Department of Labour under the date line of August 16, 1945, dealing with "The Relaxation of Man-power Controls."

We wish to be recorded as being in favour of the changes indicated, and we look forward to a condition of affairs when most of the restrictions placed upon Labour during the war crisis can be eliminated, retaining only those necessary to avoid inflation.

We desire to call to your attention the need for required changes in Order in Council P.C. 1003 in order to have an effective Dominion Labour Code, based, at least, on the best Provincial legislation dealing with the right of the workers to organize and bargain collectively.

We are of the opinion that Wartime Wages Control Order in Council P.C. 9384 is sadly in need of revision both in the text of the Order and in its administration.

We also wish to call attention to previous requests we have made with a view to eliminating unemployment in the future. Briefly, these deal with a later school-leaving age, an earlier retirement age, with pensions commensurate with Canadian standards of living, and drastic reductions in the hours of labour with no reductions in earnings, and with the view of spreading the available employment without reducing the buying power of the people. We are convinced that such arrangements are necessary if we are going to eliminate unemployment in this period of machine production.

We are, however, more concerned with the immediate issues. While we are elated at the

termination of war hostilities, the collapse of Japan has occurred sooner than expected, or has been prepared for. The atomic bomb has brought a welcome early victory, as well as a crisis in unemployment, which must be dealt with immediately.

We fully agree that all contracts made for the supply of war materials must be cancelled. Labour cannot advocate the continuation of useless work. It must be recognized, however, that as a result of the cancellation of war contracts, thousands of citizens are already unemployed, and thousands are being added to this unemployed army every day, as well as the returning personnel of the Armed Services. We realize that such conditions cannot be avoided in this transition period from war to peacetime economy. Dislocation is unavoidable. However, we do impress upon the Dominion Government that the well-being of these citizens who have contributed greatly in making victory possible, is the responsibility of your Government.

We realize that little can be done without finances and we therefore wish to be recorded as in favour of a continuation of war-time taxation in conformity with our request made to your Government last April that exemptions be raised to \$2,400 per year for married persons and \$1,000 per year for single persons, during this period of crisis. To meet this crisis which is upon us we strongly recommend:

- (1) That all citizens who have been engaged in essential civilian industry be immediately allowed a "reconversion pay" during this period of dislocation on a basis of one month's pay for each year's service up to three years;
- (2) To spread available employment, a maximum forty-hour work week be put into effect, with no reduction in wages;
- (3) To create confidence and maintain buying power, that general reductions of pay be prohibited;
- (4) That restrictions be lifted from building materials and that the construction of homes be carried on with the same effort, ingenuity and dispatch as was

displayed in the production of urgently needed war materials;

- (5) That necessary public works be immediately commenced; and
- (6) That reconversion of all war plants suitable to peace-time production be speeded to the utmost.

In making these recommendations, we do so conscientiously believing that now is the time for the Dominion Government to act boldly in what is a fast developing crisis. Action now will avoid a great deal of unnecessary suffering for thousands of Canadian citizens once more facing the horrors of unemployment.

Canadian Congress of Labour

In presenting its requests the Canadian Congress of Labour did not present a formal brief, but Mr. Pat Conroy, secretary, made a verbal statement. The following is the report issued by the Canadian Congress to its affiliates on the result of the meeting.

A large delegation consisting of the officers of the Canadian Congress of Labour, and members of the Executive Committee and Council met the Minister of Labour, the Hon. Humphrey Mitchell, and the Minister of Reconstruction, the Hon. C. D. Howe, on Friday, August 24. Mr. A. R. Mosher, President of the Congress, introduced the delegation, pointing out that the organized workers represented by the Congress desired to co-operate with the Government and with all other agencies in meeting the pressing problems with which the country was now faced. He felt that the war against unemployment and poverty should be prosecuted in the same manner as the war against the Axis powers; that it was the responsibility of the Government to see that the human and material resources of the nation should be used to provide the goods and services necessary for a high standard of living.

Mr. Pat Conroy, secretary-treasurer of the Congress then presented the views of the Congress with regard to unemployment, pointing out that a year and a half ago a memorandum had been presented to the Government calling for a survey of industry with a view to ascertaining what industry was then producing, and what were the needs of the country for each commodity or service. So far as could be ascertained, no such comprehensive survey could be undertaken. Apparently the Government felt that employment would take care of itself automatically when civilian production got under way, especially in view of the alleged back-log of purchasing power and savings, Victory bonds, etc. Mr. Conroy said he considered that this back-log was more illusion than fact, and that if workers had to go very long without employment the back-log would disappear. He referred to a survey which had been made for the purpose of finding out how long workers could live on their savings, in the event of unemployment.

Over 30 per cent were unable to give any estimate, and over 40 per cent stated that they could carry on from one to six months.

In the circumstances, Mr. Conroy recommended that the Government should prohibit any reduction of wage-rates and of incomes in the interest not only of the individual worker and his family, but also in the interest of the nation. Furthermore, there should be a gratuity or severance pay or temporary augmentation of the unemployment insurance payments in order to tide workers over until they could obtain peacetime employment.

With regard to taxation, Mr. Conroy stated that in the opinion of the Congress jobs were the first consideration, but that the maintenance of purchasing power was important. If jobs were available, however, there would be little difficulty with regard to taxation. With regard to war plants which were being sold to private corporations, Mr. Conroy stated that the Government should obtain a guarantee of employment in such plants, and that the public should be informed as to what arrangements have been made in this connection. Apparently the Government expected that employment would automatically follow through the resumption of peacetime operations, and this, if it happened, would be wholly unprecedented. At any rate, there was still a gap to be filled between the time of the lay-off and the taking on of a new job, and it was the responsibility of the Government to make a provision for this.

Mr. Conroy further recommended the establishment of Industrial Councils, as these would lead ultimately to a stabilized economy, even though they would not meet the present emergency. Finally he emphasized the necessity of maintaining a national income sufficient to provide for the goods and services required by the Canadian people.

Mr. Malcolm MacLeod, President of the Shipyard General Workers' Federation of British Columbia, discussed the question of the shipbuilding industry and the lay-offs which had taken place in the West Coast. Mr. Howe assured the delegation that the Government would do everything possible to maintain a shipbuilding industry in Canada,

and stated that if prices could be put on a competitive basis, Canada would receive orders from other countries, and there would be considerable work to be done.

Mr. C. S. Jackson, President of District No. 5, United Electrical, Radio and Machine Workers of America, stressed the importance of keeping up the national payroll, and urged that when war plants are reconverted, former employees should have preference of employment and maintenance of seniority. Mr. Howe agreed that this was desirable. In connection with the question of employment, Mr. Howe stated that hundreds of million dollars' worth of permits for construction were being held up because materials were not available, and that as new factories were built employment would be increased. Part of the employment problem had already been met through the fact that over half of the workers engaged in war industries had already been able to obtain other employment.

Mr. Mosher emphasized the necessity of amending the Wages Control Order to prevent wage reductions, and also the establishment of a national Labour Code by which employers who were opposed to Labour organization would be required to deal with unions and grant union security. He pointed out that there was a widespread fear of mass unemployment. Mr. Howe stated that an endeavour should be made to take an optimistic view of the situation; that some time was required to get war production under way when the war broke out, and now the process must be reversed.

Mr. Conroy proposed that the Government issue a statement to the effect that its policy is against wage cuts and both Ministers stated that was the general policy. At the conclusion of the meeting both Ministers stated that the Government would do everything possible to keep the workers and the public informed regarding plans for reconversion.

Labour and Industry in Nova Scotia

Annual Report of Provincial Department of Labour for 1944

THE annual report of the Nova Scotia Department of Labour for the fiscal year ending November 30, 1944 states that at the close of the year, "conditions were practically unchanged. Some minor recessions were noted. The finishing of existing jobs were replaced by other industrial undertakings..." There was "no unemployment in the construction industries." However, there was a reduction of \$440,000 in waterfront earnings as compared with the same period in 1943. Freight handlers were reported to be extremely busy owing to a shortage of freight hands.

There were 18,026 males and 6,549 females in recorded employment in the city of Halifax as at October 1, 1944. Of the females, 2,063 were employed in the nine leading industries and 2,565 were classified as employed in trade.

In the colliery districts the total shifts worked during the fiscal year 1943-44 showed an increase of 166,138 man working days over the fiscal year 1942-43:

Lumber production was held at a high level during 1944, in spite of wartime shortages of both men and material and showed a small increase over 1943.

Wage rates in the lumber industry became more stable than in 1943, which probably resulted in less shifting from camp to camp. A number of woodsmen from New Brunswick and Prince Edward Island came to Nova Scotia to work on lumbering operations during

the year. "The total number of man days worked probably amounted to about 799,000."

Factories Inspection and Industrial Accidents.—During the year 283 inspections and reinspections of factories employing approximately 25,000 employees were made.

The number of accidents reported, or ascertained from other sources, was 1,508, of which 11 were fatal. The Nova Scotia Accident Prevention Association continued to make a valuable contribution to accident prevention. The officials of the Association addressed meetings of employers in different localities. In addition, its field office was busy "selling the safety idea to management and officials of the large establishments, and the owners of small factories and mills." The Association used motion pictures, as well as monthly pamphlets on safety in this promotional work.

It is noted in the report that improvement was made over former years in the matter of sanitary arrangements in industrial plants. The most notable advance in this regard was in the canning and fruit processing industry.

Minimum Wage Board.—During the war years Federal legislation was provided for all employees working on the defence program. However, a tendency developed to promote or encourage excessive working hours. To offset this, the Minimum Wage Board of the province decided in 1944—with the approval

of the Regional W.L.B.—that all female workers should be paid for overtime work at the rate of time and a half, instead of the hourly rate previously established. No other changes were made in the regulations in the way of increasing or decreasing wages. There was a decrease in the number of women workers in industrial occupations and a slight increase in the average weekly wages. The latter was considered to be due to the bonus given by the Federal Government, which was subsequently included in the total wage. A number of minor restrictions were added to the regulations covering hours of work of female employees in hotels and certain of the needle trades.

Vocational Education and Apprenticeship.—

A wide range of vocational educations and industrial training was continued throughout the year with the Dominion and Provincial Departments of Labour and the technical training branch of the Provincial Department of Education co-operating.

The youth training program commenced before the war was continued in modified form to meet wartime needs for manpower in the armed services and in industry. While there was a notable falling off in the number of male youths presenting themselves for training as compared with the early war years, the demand for women workers led to the setting up of commercial classes to train clerks, stenographers and typists. These have continued to fill a real need. The service in vocational guidance and counselling has assisted in the more efficient placement of young workers.

It is pointed out in the report that "during the year distinct advances have been made for an extension of modern apprenticeship training during the coming year."

War Emergency Training.—Trade training for army personnel was continued during the year in accordance with the directives and requisitions made by the Department of National Defence. The report states that "all requirements...were fulfilled throughout the year." During the year however, "the program constantly diminished in volume and variety as the number of tradesmen required for the army decreased. It is expected that

some instruction of this kind will be continued...right up to the end of the combat in Europe and then it will be merged into the expanding provision for the rehabilitation training of veterans...."

Curtailment of trade training for Air Force personnel began early in 1944, as the number already trained largely met requirements. The centre at the Nova Scotia Agricultural College was closed, but it was expected that it would be made available for rehabilitation training.

A special course was requested by the navy for a small group of ratings and petty officers in the electrical branch. A six-months' course was provided, the instruction being on the level of the junior year at the university, with some of it similar to the subjects of the senior year. Twelve completed the training satisfactorily and won commissions as sub-lieutenants.

Trade training to prepare civilians for skilled and semi-skilled occupations in war industries decreased markedly during 1944. At the request of the Civil Service Commission at Ottawa classes in stenography were organized to prepare young women for clerical positions. About 70 women were given intensive training for five months at Halifax and Sydney. The results were regarded as successful and a second similar course was conducted at Sydney. In all, some 900 men and women were enrolled in the province during the year under War Emergency Training, Schedule K.

The training of supervisory personnel, which was started in Nova Scotia in 1942, was continued to meet an expanding demand during 1944. The courses were made available for all essential civilian industries instead of only war production plants. The number of job instructors certificated in Nova Scotia in 1944 was 798. In addition, 410 persons were granted certificates in job relations training and 32 in job methods training.

Over 200 men and women were given short training-in-industry courses, chiefly in ship-building and coal-mining. The results were reported to have helped considerably, especially in relieving threatened serious shortages of coal in 1944.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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Notes of Current Interest

Canadian delegation to International Labour Conference

The Canadian Delegation to the 27th Session of the International Labour Conference, which opened in Paris on October 15, was as follows:

Government Delegates:

Mr. Gray Turgeon, Vancouver, B.C., who was chairman of the House of Commons Committee on Reconstruction in the last Parliament; Mr. Alfred Rive, Department of External Affairs.

Alternate Delegate: Mr. Cyril Phelan, Department of Labour.

Secretary to the Government Delegates: Mr. T. L. Carter, Department of External Affairs.

Provincial Government Representatives (accompanying Government Delegation at expense of Provincial Governments): Hon. Antonio Barrette, Minister of Labour, Quebec; Mr. Jean-Pierre Despres, Department of Labour, Quebec; Hon. Charles Daley, Minister of Labour, Ontario; Hon. C. C. Williams, Minister of Labour, Saskatchewan.

Employers' Delegate: Mr. Harry Taylor, Personnel Manager of Canadian National Carbon Co., and Member of Industrial Relations Committee of the Canadian Manufacturers' Association, Toronto, Ont.

Technical Adviser to Employers' Delegate: Mr. Allan Ross, Ross-Meagher, Ltd., Ottawa, Ont.

Workers' Delegate: Mr. J. Arthur D'Aoust, Vice-President, Trades and Labour Congress of Canada, and Vice-President of the International Brotherhood of Paper Makers, Montreal, P.Q.

Technical Advisers to Workers' Delegate: Mr. Birt Showler, Vice-President, Trades and Labour Congress of Canada, and President of Vancouver, New Westminster and District Trades and Labour Council, Vancouver, B.C.; Mr. Norman H. Dowd, Executive Secretary, Canadian Congress of Labour, Ottawa; Mr. Alfred Charpentier, President, The Canadian and Catholic Confederation of Labour, Montreal, P.Q.

In announcing the appointment of the Delegation, Hon. Humphrey Mitchell, Minister of Labour, stated that neither he himself nor the Deputy Minister of Labour, Mr. Arthur MacNamara, who is a Member of the Governing Body of the I.L.O., would be able to attend the Conference, as had been planned earlier. The pressure of work confronting the Labour Department during the reconversion period had made it imperative that both the Minister and his Deputy remain in Canada.

Mr. Alfred Rive was designated to act as substitute for Mr. MacNamara at the 96th and 97th sessions of the Governing Body of the International Labour Office, which preceded and followed the Conference.

Khaki university in United Kingdom

At Leavesden hospital, Kings Langley, Hertfordshire, England, the Department of National Defence has established a Khaki university of Canada for selected personnel of the Canadian Army Overseas, other than the Canadian Army Occupation Force.

The university aims to provide certain university studies and vocational training to the students for the purpose of assisting in their readjustment, prior to repatriation.

The staff, as of September 5th, is composed of: 45 instructors under 10 department heads, six part time lecturers furnished by London University, and an administration executive of seven officers under Brigadier G. E. Beaumont, O.B.E., B.A.Sc. All the staff is composed of service personnel, except for four civilian professors from Canada.

It is organized in three branches: (1) The Junior College, which provides opportunity for first and second year work in Arts and Science; (2) University Extension which provides for third and fourth year studies, post graduate work, or attachment to British universities in any faculty; (3) The Vocational Extension which provides opportunity for attachment to British technical institutes, agricultural schools, and industries.

While attached to the college the students receive pay and allowances of their rank plus rations and quarters. However in case of British university or vocational attachment, they must pay for all tuition and living costs themselves.

Enrolment at Junior College level is 639, which includes ten students from the United States, seven from the British Empire and one Czechoslovakian.

Employment and industrial statistics

The latest statistics available reflecting industrial conditions in Canada are shown in the table on page 1411.

The index of employment published by the Dominion Bureau of Statistics indicates that at August 1, for the eighth successive month, there has been a downward trend in industrial activity; data tabulated from 15,439 establishments showed a reduction of 0.3 per cent in the combined working force during the month of July. This is the first time since 1938 that there has been a decline in employment at mid-summer although in seven of the years between 1920 and 1937 a downward trend was indicated at August 1.

The index of employment at August 1 was 175.0, as compared with 175.5 at July 1, and 184.3 at August 1, 1944. While the latest index is the lowest recorded since June 1, 1942, it exceeds the August 1, 1939 index of 117.5

by almost 49 per cent. After adjustment for seasonal variation, the index at August 1 was 170.3 as compared with 172.2 at July 1.

The 15,439 firms reporting for eight leading industries showed a combined working force of 1,787,952 at August 1 with a total payroll of \$57,478,047. Per capita earnings were \$32.15 per week at August 1 as compared with \$32.32 at July 1. Comparable data on earnings reported at August 1 in previous years averaged \$31.63 per week in 1944, \$31.06 in 1943 and \$28.62 in 1942. During the past twelve months, average weekly earnings of persons in recorded employment have risen 1.6 per cent; during the same period the index of payrolls declined 3.5 per cent and the index of employment 5.0 per cent.

A contra-seasonal contraction in employment in manufacturing, which is by far the largest industry in the group, was largely responsible for the decrease in employment during the month of July. A lay-off of some 16,000 workers reported by the manufacturing group more than offset higher employment in the non-manufacturing division where the trend on the whole was upward, particularly in construction. Decreases in employment were most pronounced in the iron and steel industries; chemical plants also reported considerably reduced working staffs. In the non-manufacturing industries, there was a below-average seasonal reduction in logging; decreases were also indicated in mining and trade. On the other hand, increased employment was recorded in the services, transportation, communications and construction.

Productive operations, as indicated by the index of the physical volume of business, were slightly lower in August than in the previous month, and considerably lower than in August 1944. The index was 212.7 for August 1945; comparable indexes were 213.7 for July 1945, and 233.1 for August 1944. Lowered volume of production during August was indicated in mineral production, manufacturing, construction, and electric power. On the other hand, increased volume was indicated in the distribution of goods, the index rising from 179.7 in July to 184.0 in August.

Information available for the first seven months of 1945, as compared with the corresponding period in 1944, shows the business index to be 7.9 per cent lower, industrial production 11.4 per cent, mineral production 29.4 per cent, manufacturing 11.2 per cent; the value of imports was also 7.5 per cent lower. Slaughterings of cattle were 24.6 per cent higher while hog slaughterings showed a decrease of 35.7 per cent. Production of creamery butter was 0.8 per cent lower, but

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*
(Official statistics except where noted)

	1945			1944		
	September	August	July	September	August	July
Employment Index ⁽¹⁾		175.0	175.5	185.5	184.3	183.5
Unemployment percentage (trade union members)..... ⁽²⁾			0.5			0.36
Unemployment Insurance claims.....		20,557	10,886	3,715	3,241	3,10
Index numbers, aggregate weekly payrolls..... ⁽³⁾		143.2	144.5	149.6	148.4	148.1
Per capita weekly earnings..... \$		32.15	32.32	31.69	31.63	31.72
Prices, Wholesale Index ⁽¹⁾		103.4	104.0	102.3	102.3	102.5
Cost of Living Index ⁽¹⁾	119.9	120.5	120.3	118.8	118.9	119.0
Retail sales unadjusted index..... ⁽⁴⁾		178.3	170.6	178.1	160.9	155.1
Retail sales adjusted index..... ⁽⁴⁾			189.4	170.5	172.7	170.9
Wholesale sales..... ⁽⁴⁾		215.8	203.5	205.4	199.4	179.8
Common stocks index..... ⁽⁴⁾		99.6	100.5	85.0	86.8	87.5
Preferred stocks index..... ⁽⁴⁾		137.8	138.0	126.3	125.9	124.7
Bond yields, Dominion index..... ⁽⁴⁾		94.4	94.6	97.0	97.0	97.0
Physical Volume of Business Index ⁽⁵⁾		213.7	213.7	231.0	233.1	232.2
INDUSTRIAL PRODUCTION ⁽⁴⁾		226.5	230.1	260.4	263.5	262.1
Mineral Production..... ⁽⁴⁾		156.2	160.9	205.5	214.5	225.4
Manufacturing..... ⁽⁴⁾		247.6	248.9	234.5	291.5	287.6
Construction..... ⁽⁴⁾		150.0	176.7	102.7	90.1	111.9
Electric power..... ⁽⁴⁾		154.6	161.3	152.4	153.4	154.8
DISTRIBUTION ⁽⁴⁾		184.0	179.7	170.3	170.1	170.3
Carloadings..... ⁽⁴⁾		141.5	151.2	126.3	143.3	147.2
Tons carried, freight..... ⁽⁴⁾		201.8	208.4	153.6	194.7	189.9
Imports..... ⁽⁴⁾		163.2	163.0	198.2	190.1	177.2
Exports..... ⁽⁴⁾		329.0	307.0	286.3	286.6	306.8
Trade, external, excluding gold... \$		428,766,000	424,725,000	427,051,000	416,510,000	430,235,000
Imports, excluding gold.....		128,134,000	138,681,000	159,710,000	157,324,000	148,452,000
Exports, excluding gold... \$	220,810,000	295,049,000	282,709,000	264,619,000	257,021,000	278,713,000
Bank debits to individual accounts.....	5,157,000,000	4,726,596,000	5,419,171,000	4,818,599,000	4,531,791,000	4,733,462,000
Bank notes in circulation..... ⁽⁶⁾		997,700,000	966,800,000	906,100,000	868,200,000	856,000,000
Bank deposits in savings.....		2,833,187,000	2,741,641,000	2,464,187,000	2,369,598,000	2,264,527,000
Bank loans, commercial, etc.....		987,939,000	1,045,674,000	939,280,000	966,290,000	1,024,113,000
Railways—						
Car loadings, rev. frt..... cars..... ⁽⁷⁾	287,146	279,671	298,208	292,631	283,711	284,465
Canadian National Railways operating revenues..... \$			35,474,000	33,972,000	34,257,000	34,348,000
operating expenses..... \$			27,232,676	28,899,000	29,085,000	26,398,000
Canadian Pacific Railway traffic earnings..... \$		26,793,000	28,978,000	27,631,000	28,431,000	27,316,000
Canadian Pacific Railway operating expenses, all lines \$			25,082,000	23,940,000		23,657,000
Steam railways, revenue freight in ton-miles.....				5,562,884,000	5,520,329,000	5,639,542,000
Building permits..... \$	17,518,000	22,425,000	19,769,000	10,768,000	12,133,000	13,350,000
Contracts awarded..... ⁽⁸⁾ \$		40,531,000	50,496,000	25,288,000	24,151,000	32,228,000
Mineral production—						
Pig iron..... tons		139,812	150,387	145,406	151,452	166,004
Steel ingots and castings..... tons		224,928	229,161	242,725	246,755	234,418
Ferro-alloys..... tons		15,668	15,750	14,568	18,808	14,508
Gold..... ounces			210,209	236,405	236,362	235,618
Coal..... tons			1,078,000	1,396,000	1,377,000	1,169,000
Copper..... pounds			42,390,000	43,346,000	44,993,000	45,226,000
Nickel..... pounds			23,894,000	22,709,000	23,847,000	23,411,000
Lead..... pounds			25,505,000	18,994,000	18,402,000	24,633,000
Zinc..... pounds			45,197,000	46,956,000	44,844,000	42,537,000
Timber scaled in British Columbia bd. ft.		261,332,000	231,966,000	259,749,000	246,097,000	233,514,000
Flour production..... bbls.		2,021,000	1,822,193	1,973,000	2,016,000	1,742,000
Footwear production..... pairs				2,894,000	2,997,000	2,476,000
Output of central electric stations..... k.w.h.		3,237,613,000	3,281,138,000	3,234,778,000	3,274,631,000	3,149,361,000
Sales of life insurance..... \$		49,027,000	56,025,000	42,133,000	41,186,000	51,405,000
Newsprint production..... tons			287,030	244,209	262,300	244,410

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended September 27, 1945.

(1) Base 1926=100. (2) Figures are for the end of the preceding month. (3) Base June, 1941=100. (4) Base 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the month. (7) Figures for four weeks ended September 29, 1945, and corresponding previous periods. (8) Maclean's Building Review.

the production of factory cheese increased 6.1 per cent. The value of construction contracts awarded was 22.3 per cent higher than in the corresponding seven-month period of 1944; the consumption of "firm power" declined 8.8 per cent.

**Extra grant
to married
veterans
attending
university**

The Honourable Ian A. Mackenzie, Minister of Veterans Affairs, announced on September 18 that provision had been made under Order in Council (P.C. 5933) for additional assistance to

married veterans attending university under the Department of Veterans Affairs plan for continuation of veterans' education. The addition is in the way of a supplementary grant of \$5 weekly to married veterans compelled to leave their homes for the purpose of continuing their education.

"This supplementary payment has been in effect for some time for a veteran taking vocational training", Mr. Mackenzie said, "but did not apply to one attending university. We realized that in many cases, it is impossible for a veteran attending university to take his wife and family with him to the centre where he is continuing his education. This means that he is under the expense of maintaining two homes—one in his home community for his wife and children, and one for himself in the city where he is attending university. The supplementary grant of \$5 weekly is designed to take care of this additional expense and to assist those veterans who should take advantage of the university education to achieve their ambitions."

In addition to married veterans, the grant may also be paid to single veterans maintaining a home or other dependents for whom a dependents' allowance is being paid by the Department of Veterans Affairs.

**Veterans Health
and Occupational
Centre opened
at Ottawa**

Opening of Canada's first Veterans Health and Occupational Centre at Ottawa was announced recently by Hon. Ian A. Mackenzie, Minister of Veterans Affairs.

Seven more such centres are being set up across Canada, at Halifax, Saint John, Montreal, Toronto, London, Winnipeg and Vancouver, the Minister stated.

The Centre was described by the Minister as "not a hospital and not a holiday camp," but rather as "a place where disabled veterans can leave their battle memories behind and get the physical treatment they need to re-enter civilian life on terms equal to anyone."

Two hundred patients will be resident at the centre when maximum capacity is reached. Already 60 veterans are undergoing treatment there.

The cost of the Ottawa centre is about as much as two heavy bombers, Mr. Mackenzie commented.

The patients live in attractive bungalows. Food and quarters are better than anything they were offered either in Canada or overseas, according to ex-officer observers. Reading rooms, a swimming pool, bowling alleys and outdoor games facilities offer plenty for the veterans to do while their stiffened limbs become nimble again and they shed the invalid mentality.

The Ottawa centre covers 280 acres, facing the Rideau River and adjoining Rideau Park.

**Abolition of
longshoremen's
reserve labour
pool at Halifax**

Intention to abolish the Halifax longshoremen's reserve labour pool on November 3 was announced in the House of Commons recently by the Minister of Labour, Hon. Humphrey Mitchell. The Minister explained that an Order had been passed (P.C. 5980, September 11) revoking the Stabilization of Longshore Labour Order, P.C. 5161, of June 25, 1943 (L.G., 1943, p. 901).

Reviewing the action that had been taken to maintain an adequate supply of longshore labour during wartime, the Minister said: "Members are aware of how important Halifax was during the war and the necessity for the quick turning around of ships in order to rush supplies to Europe.

"Under Order in Council P.C. 3511 dated April 30, 1942, a controller of loading operations was appointed at Halifax to supervise more efficient organizing of the working force there. What turned out to be a most effective means was the establishment of a central dispatching agency, through which longshoremen sought and were assigned to jobs. Then came the setting up of the labour pool to assure that there would always be men on hand to handle the uninterrupted stream of war materials passing through the port.

"I may say that the pool has worked out very satisfactorily in heading off labour shortages and assuring that cargoes were loaded and unloaded promptly and Atlantic convoys not delayed.

"Recently I was in Halifax and conferred with employers and union leaders concerned because an undertaking had been given by me that no change would be made in the labour arrangements at the end of the war without such consultation.

"I cannot speak too highly of the co-operation which has been extended to the government by both the employers and the port workers. Carrying on under adverse conditions and under great pressure, they combined

to do a vitally important war job in a splendid way.

"I think it is true that the unglamorous jobs of the war are not sufficiently known to the general public. Perhaps the rest of Canada has heard very little of what the longshoremen at Halifax and other ports did during the war, and it should be known that their efficient and conscientious service was a most important part of our war effort.

"Consideration is now being given to continuing the hiring facilities for longshoremen, up to now carried on by the dispatching agency, as a permanent function of the National Employment Service."

Administration of fair wage policy on western defence projects Administration of the Fair Wages and Hours of Labour Act, 1935, in respect to employment on western defence projects has been returned to the Department of Labour from the Western Labour Board which had been handling this part of the legislation since May, 1943. The Act will now be administered in its entirety by the Industrial Relations Branch, Department of Labour.

The Fair Wages and Hours of Labour Act, as amended by Order in Council P.C. 7679 of October, 1941, lays down conditions governing the employment of persons hired by government contractors or subcontractors. It stipulates that working hours of persons so employed shall not exceed 8 hours per day or 44 hours per week, "except in such special cases as the Governor in Council may otherwise provide, or except in cases of emergency as may be approved by the Minister."

Wages are to be not less than those generally accepted as current for competent workmen in the district in which the work is performed, and in any event not less than 35 cents per hour for male workers 18 years of age and over, 25 cents per hour for female workers aged 18 or over, and 20 cents per hour for workers under 18. Special rates are provided for beginners. Fair wages schedules are prepared in the Department of Labour for issuance to government contractors and subcontractors.

During the fiscal year ending March 31, 1945, the Department of Labour issued 663 fair wages schedules and the Western Labour Board 183, making a total of 846. During the same period the sum of \$14,020.47 was collected from employers who had failed to pay the wages prescribed in fair wages schedules, or the minimum rates specified in Order in Council P.C. 7679, and adjustments were made in respect of 223 workers.

Cost-of-living index declines

The Dominion Bureau of Statistics cost-of-living index dropped 0.6 points to 119.9 between August 1 and September 1. As in the preceding four months, foods accounted for most of the change. A drop of 2.0 points to 134.2 in this group was due mainly to sharply lower prices for potatoes, cabbage, carrots, onions and lamb. Eggs were higher. Among other groups fuel and light influenced by stronger coal quotations rose 0.2 to 106.7, while clothing at an index level of 122.2 and homefurnishings and services at 119.4 were each 0.1 points above August 1. Indexes for the remaining two groups were unchanged; rentals at 112.1 and miscellaneous items 109.5. The wartime increase in the cost-of-living index has been 18.9 per cent.

Administration of Combines Investigation Act

Under the terms of a recent Order in Council (P.C. 6206, September 25, 1945) administration of the Combines Investigation Act has been transferred from the Department of Labour to the Department of Justice. The Act provides for the investigation of combines, monopolies, trusts and mergers. Recently a study of cartels has been in progress under the direction of Mr. F. A. McGregor, Commissioner of the Act.

Labour delegation received by Prime Minister

A delegation stated to represent 200,000 workers from approximately 20 unions affiliated with both the Trades and Labour Congress of Canada and the Canadian Congress of Labour was received on September 11 by the Prime Minister, Rt. Hon. W. L. Mackenzie King, and five other members of the Cabinet, in the office of the Minister of Labour, Hon. Humphrey Mitchell.

Speaking on behalf of the delegation were Mr. C. S. Jackson, of the United Electrical Radio and Machine Workers of America, and Mr. Robert Haddow of the International Association of Machinists. Mr. Jackson submitted a memorandum containing a number of suggestions relating to the reconversion period. Stating the objective to be jobs for all who need or wish to work and incomes commensurate with Canada's proven ability to enhance the standard of living, the memorandum called for: minimum unemployment insurance benefit of \$25 per week; a 40-hour week with a 48-hour pay base; severance pay equivalent to one month's pay for each year of service in war industry; public works projects, including government-subsidized low

rental housing, as "a necessary supplement to private enterprise's contribution to full employment"; amendments to P.C. 1003 in line with requests already made by the two labour congresses, and establishment of a national peacetime labour code; amendments to the Wage Control Order to prevent wage cuts and eliminate substandard wages; elimination of excise or special taxes which bear heavily on low income workers, and raising of the exemption point on low income brackets; increased labour representation in the Reconstruction Department, and establishment of labour-management industry councils; "national and free health insurance"; and a number of other matters.

The Prime Minister declared that no one was more concerned than the Government with present conditions nor more anxious to do everything possible to see that there was a high level of employment and a high level of income. The power and competence of the Government in that direction depended on all elements in the country. He pointed out that Canada was passing through the most difficult time the world had ever experienced. At the moment the war ended new problems had arisen which had to be dealt with very carefully. He stressed that labour could not get along without industry and the Government; that industry could not get along without labour and the Government; and the Government could not get along without labour and industry. "If any one of the three fails to take a co-operative attitude, then it makes solution to our problems impossible, and you will be the sufferers along with everyone else."

Mr. King said the Government was responsible to all classes of the community. If labour or any class in Canada was going to say that the Government had got to do this and got to do that, then there would be no solution found to the present grave problems.

Mr. Justice D. A. McNiven named to National War Labour Board
Mr. Justice D. A. McNiven, of the Supreme Court of the Province of Saskatchewan, has been named Alternate Chairman of the National War Labour Board, it was announced recently by Honourable Humphrey Mitchell, Minister of Labour.

The appointment, made by an Order in Council dated September 25 authorizes Mr. Justice McNiven to act as Chairman of the Board in the absence of Mr. Justice M. B. Archibald, who is returning temporarily to the Supreme Court bench of the Province of Nova Scotia.

His Honour Judge J. C. A. Cameron, also an Alternate Chairman of the National Board,

has been acting in connection with hearings before the Exchequer Court, and has therefore been unable to attend the sessions of the National War Labour Board.

Mr. Justice McNiven is Chairman of the Regional War Labour Board in the Province of Saskatchewan.

Saskatchewan Government makes collective agreements with civil servants
Unlike legislation in other provinces, requiring employers to recognize trade unions and to bargain with them, the Saskatchewan Trade Union Act is declared to apply to the Crown in

right of Saskatchewan. Recently, collective agreements were concluded between the Saskatchewan Government and the Saskatchewan Civil Service Association, which is affiliated with the Trades and Labour Congress of Canada, and between the Government and certain Locals of the United Civil Servants of Canada, which hold charters from the Canadian Congress of Labour. The latter agreement covers the Saskatchewan mental hospitals at Weyburn and North Battleford. These agreements, approved by Order in Council, were gazetted on August 31, 1945. (See also page 1518 of this issue.)

Both agreements provide that members of the Association on August 1, 1945, must maintain their membership as a condition of employment during the life of the agreement and all new employees taken on during the term of the agreement must apply for membership within 30 days. In both cases, the Government agrees, on receipt of signed authorization cards for the members, to deduct membership fees from the salaries of the members. The Civil Service Association's agreement states that the Government recognizes the principle of equal pay for equal work. Both agreements provide machinery for the adjustment of grievances.

There appear to be no other examples of collective bargaining between Provincial Governments and trade unions. Before the incorporation in 1919 of the Canadian National Railways, collective agreements governing conditions on Government railways were made from time to time by the Dominion Government, represented by the Minister of Railways and Canals or his agent, and trade unions of railway employees. The agreements related at first to the Intercolonial Railway and later to Canadian Government Railways. The earliest agreement of which the Department of Labour has information was made in 1904 with the Moncton Local of the International Association of Machinists. In 1909 the first agreement was made with the Canadian Brotherhood of Railway Employees. In 1916

the Canadian Government Railways entered into agreement with the Federated Shop Trades (A.F. of L.) and in 1917 with the Canadian Brotherhood of Railway Employees. These agreements were signed by the General Manager of the Canadian Government Railways who was appointed by the Minister of Railways or, in one case, by the Deputy Minister of Railways and Canals.

Sponsorship of labour-management production committees in United States and Canada

It has been announced that the War Production Drive, a division of the United States War Production Board, established early in 1942 to stimulate production in war industries through the formation of labour-management production committees, terminated its existence on September 30.

The Drive registered more than 5,300 committees representing more than 8,000,000 workers in various types of war industries during the period of its operation. In spite of the falling off of munitions output and the closing of many factories, about 3,800 still remain active according to the Drive's latest reports.

War Production Drive Headquarters has received thousands of letters stating the intention of committees throughout the country to continue their work in peacetime.

Numerous reports from committees of the benefits from joint labour-management co-operation have indicated the success of the Drive; and proposals that certain of its activities be incorporated under a permanent government agency are now being considered. Many committees have expressed the opinion that the services of the Drive would be fully as beneficial in promoting closer labour-management relations and improving production in peace as they have in war, the announcement stated.

Experience with labour-management production committees in Canada during the war years, has offered evidence that this type of organization can make a definite contribution to help smooth the reconversion period. It is the announced intention of the Government to encourage and promote the formation of joint-production committees in the reconstruction and post-war periods through the Industrial Production Co-operation Board (L.G., Dec., 1944, p. 1464).

The number of committees of which the Board has a record in Canada has risen to 352, as of September 30, 1945. At June 30 the figure had been 325, and a year ago, September 30, 1944, the number was 250.

Rehabilitation plan of Pacific Mills Ltd.

A joint committee, drawn from both management and labour to assist in the rehabilitation of the company's returning serviceman, is the key feature of a reinstatement plan made public recently by Pacific Mills Limited and its subsidiaries, the Canadian Boxes Limited, and the Hudson Paper Company, Limited.

This committee interviews each veteran as he returns, and after careful consideration of his previous experience, the experience he has gained while in the services, his acquired ability to accept responsibility, and the man's own desires, the committee then makes its recommendation to the personnel supervisor.

The responsibility of the committee will not cease at the reinstatement of the veterans. After the veteran returns, his progress on the job is followed up at definite intervals and a report made to the rehabilitation committee. Where changes are necessary to assist in the normal re-adjustment of the veterans, the committee is empowered to make recommendations to those in authority.

The company states that it will do everything in its power to provide work for any of its disabled veterans, and a survey of jobs will be made to determine those which can be performed by, or adapted to a disabled worker.

The company states further that the plan is being undertaken with the full approval and co-operation of the two employees' unions: the International Brotherhood of Papermakers and the International Brotherhood of Pulp, Sulphite, and Paper Mill Workers. Both groups have agreed that in the case of the returning veterans, regulations will be interpreted liberally so that men can get back on the job with the minimum of delay or difficulty.

A booklet, *Our Serviceman Comes Home*, giving all details of the plan, has been published by the company for the benefit of ex-employees now in the services.

Labour-management experience with suggestion systems

The *Labour Management News*, the official publication of the United States War Production Drive, states in an article that, "suggestion systems, which were the nucleus and beginning of labour-management committees during the war can become the strong foundation on which committees can build their peacetime activities."

Constructive ideas will continue to flourish in the minds of industrial workers in peace as they did in war; it would be a criminal

waste not to exploit them to their fullest potential, the article states, adding that labour-management production committees provide a profitable and efficient idea market. The article reports that back in 1880 a shipyard in Scotland and the Yale Towne Manufacturing Co., Stanford, Conn., were buying ideas from employees.

The article points to a trend towards increased awards as an encouraging sign for the future of suggestion systems. The highest cash award in thirty-five years of the suggestion systems existence at Westinghouse Electric and Manufacturing Co., Bloomfield, N.J., was received by a worker this year. The sum was \$3,063; other awards of \$2,442 and \$1,733 were paid out for single suggestions.

At Stromberg-Carlson, Rochester, N.Y., and Goodyear Aircraft Co., Akron, Ohio, the top awards recently reached \$1,500. A worker at Cadillac Motor Car Div., Detroit, Mich., won a \$1,000 war bond for an idea.

That women are also acquiring some of the high awards is exemplified by a stenographer at Pullman Co., Chicago, Ill., winning a cheque for \$1,000 for her suggestion on recruiting new workers.

A civilian worker at the Mare Island Navy Yard received \$3,800 for a "Million Dollar Doughnut" idea that saved the Navy around \$2,000,000 and 2,000,000 man-hours a year.

However maximum awards from \$100 to \$500, in range, occur more often than thousand dollar payments. Records of the National Association of Suggestion Systems in the United States show the highest average awards as \$55.28, at Stromberg-Carlson, with the next highest \$38.64, and the lowest at \$3.55 in the department store field. The report states that, too often suggestion systems have failed due to "awards being too niggardly, consisting of a few dollars, with no relation to the quality of the suggestion. In a number of plants during the war, the only award given was a small pin."

Numbers of committees are revising their suggestion systems towards higher awards, and elimination of delays in the process of submission and acceptance of ideas with increasing results.

The article states that this should be the guiding principle for labour-management committees in their peace-time activities.

Employment of girls under 18 on government work forbidden in U.S.A.

No girl under 18 may be employed after September 24, at any place in the United States in the execution of federal government contracts, except those 16 and 17 year old girls who are employed on contracts awarded before September 4. This announcement by the

Secretary of Labour means that the war-time exemption of 16 and 17 year old girls from the Public Contracts Act (Walsh-Healey Act) of 1936 has been revoked.

The Public Contracts Act forbids the employment of boys under 16 or girls under 18 on federal government work. In addition, the Fair Labour Standards Act, 1938, prohibits the employment of boys or girls under 16 in the production of goods for shipment across state boundaries or in interstate commerce. If any occupation is declared hazardous by the Secretary of Labour, the minimum age for that occupation is 18.

Innovation in training motor mechanics in Britain

Recent press reports from London, England, state that a national standard system of training automotive apprentices has been adopted by the Motor Agents' Association, with the approval of the National Joint Industrial Council and the Ministry of Education. This innovation is expected to become a pattern for mechanical training throughout Great Britain.

The main purpose of the plan is to insure a uniform method for training apprentices in the automotive trade so that they may become skilled and certified mechanics. The British Government, it is stated, has authorized the Minister of Education to issue National Craftsman's certificates, to be endorsed by the principal of the training school attended, on behalf of the trade.

It is pointed out that under the new plan a youth entering the auto repair trade will first of all be required to sign a contract form with his employer. Then the beginner will be required to undergo a three months' probation period to demonstrate his suitability for the work and also to allow him to decide whether or not he will like the trade. At the conclusion of a satisfactory test period and the production of school and medical certificates by the employee, the indenture of apprenticeship will become effective, the three months' probation period counting in the five years' term of service. It is expected that the school-leaving age will be fixed at sixteen years, and the minimum age for the acceptance of youths as apprentices will, therefore, be set at sixteen years. Until this is done, boys under sixteen may be employed as beginners.

It is stated that wages for apprentices have been scaled by the Motor Agents' Association and the Trade Unions and that management will be allowed to pay bonuses above the weekly scale for the encouragement of especially promising apprentices. A one-week annual holiday with pay has also been agreed upon. Further, it is pointed out that ap-

prentices must attend a technical college for theoretical instruction one day per week and that they will receive their full rates of pay while in these classes. However, the apprentice must pay for his own tools. This proviso is for the purpose of teaching the proper care of tools and also, so that in later years he will own the tools of his trade.

It is expected that the plan, which has the joint support of both the Motor Agents' Association (with its national membership of 10,000 establishments) and the automotive trade unions, "should be a powerful force in the industry." It is anticipated that five years hence, "the unqualified mechanic in Great Britain will be rare and that the craftsman-ship of the trade will be generally improved."

**Building workers
in Great Britain
to receive
"wet-time" pay**

A scheme for a weekly minimum of 32 hours' pay and payment at half the regular rate for "wet time" has been introduced by agreement in the British building industry. The scheme went into effect on October 1, 1945.

After October 1, a building worker who presents himself for work each week-day at the usual starting time, who remains available for work during the normal hours, and who has performed actual work for his employer during that pay-week will be paid for each hour lost because of inclement weather at 50 per cent of his current hourly rate. At the same time he is entitled to a weekly minimum of 32 hours' pay at his regular rate if bad weather halts work so as to prevent him earning such an amount. The 32-hour minimum is payable even if an entire week is lost, but if the weather continues to prevent work after that week, payments will cease, the workmen's recourse being to apply for unemployment benefit.

Where a workman is prevented by sickness or some other cause beyond his control from being available for work, or is employed only part of the week, or is absent on a recognized holiday, his guaranteed weekly minimum will be reduced in proportion to his availability for work compared with the normal working hours for the week. When he is absent for any other reason, he loses his right to inclement weather compensation and to the guaranteed minimum for the week.

This scheme has been agreed to by the National Joint Council of the Building Industry after some years of discussion. "Wet-time" payment first became an issue in a 1924 dispute. Experience with a "guaranteed week" during the war laid the foundation for the present scheme. The "Uniformity Agree-

ment" of 1940 for building and civil engineering workers provided for a 30-hour guaranteed week, and the Essential Work (Building Industry) Order of 1941 guaranteed a 44-hour week for time workers and an 8-hour day for bonus workers.

**Safe use of
power presses in
United Kingdom**

Safety in working conditions in the United Kingdom is the subject of two reports submitted by the Chief Inspector of Factories to the Minister of Labour and National Service, and of new draft Special Regulations under the Factories Act, 1937, for factories in which "blasting" of castings and other articles is carried on.

Of the two reports one contains the recommendations of a committee of technical experts appointed early in 1940, including representatives of press-makers, guard-makers and press-users, under the chairmanship of a Deputy Chief Inspector of Factories. The Committee examined various methods of preventing the many accidents due to trapping between the punch and die, which occur in the main during a normal stroke of the press through the operator's hands being inadvertently within the trapping area. Fixed guards, automatic guards and other devices of different types were considered, and detailed recommendations are made with regard to a greater use of safeguards both for existing presses and those of the future. In addition, the report recommends that a periodical inspection of presses be required and that special attention be given to the training of operatives, tool-setters and maintenance workers.

The second report, presented by the Joint Standing Committee on the Safety of Heavy Power-Presses, deals with the type of presses known as "bending brakes". The Committee recommends an interlocked fixed guard for such presses. Specification and illustrations of this guard are given. The Committee recommends, also, certain other safety devices, and a system of examination and upkeep of bending brakes for each factory.

With regard to the blasting of castings the Minister proposes to make special Regulations, in the light of recent recommendations of a Joint Committee on Dust in Steel Foundries.

The proposed Regulations would require: (1) general prohibition of the introduction of siliceous abrasives in all industries; (2) more elaborate protective measures than those at present required in connection with blasting in the cleaning of castings, these not to be confined to steel castings.

Investigations have shown that the risk of contracting silicosis to persons engaged in "sand-blasting" is extremely high. The use of non-siliceous abrasives (e.g., metal shot, metal grit, or aluminous grit) reduces the risk to some extent, but such measures need to be extended and improved.

Guaranteed minimum wage in New Zealand essential undertakings

The New Zealand Weekly Minimum Wage (Essential Undertakings) Order 1945, issued June 18 and effective May 1, 1945, continues the policy, begun by the first such order in 1942 (L.G., 1942, p. 1173), of guaranteeing workers in essential undertakings a minimum weekly wage equivalent to their ordinary weekly wages. The new Order issued under the authority of the Industrial Manpower Emergency Regulations raises the maximum limits of the guaranteed minimum weekly rates to £6, £3 2s. 6d., and £2 for adult males, adult females, and junior workers (under 21) respectively where their ordinary rates exceeded these amounts. The maximum adult male rate is paid to adult females and junior workers whose ordinary wages exceeded £6 weekly.

To qualify for the guaranteed wage, a worker must not be absent more than one day in six weeks, nor for more than three days in six weeks if the worker's total hours exceeded his scheduled hours by more than 20 per cent in the preceding six weeks. Absence because of illness or customary holiday is excepted, but where a paid holiday occurs, the hours not worked are included in the calculation of the basic work week.

Essential industries in 1942 included coal-mining, ship-repairing, gas and electric power production, tanneries, freezing works, butter and cheese factories, woollen, rubber and linen flax mills, timber and flax industries, certain branches of work on the New Zealand government railways and in hospitals, and all firms engaged in the production of munitions and military supplies or in defence construction works.

Wartime labour disputes in Palestine

As in most other countries, economic activities, trade, prices and manpower in Palestine were subject to Government directives during the war. In addition, certain institutions whose activities affected industrial relations, such as the Joint Jewish Labour Exchange and the Arab Trade Unions, appeared on the scene, or became more active.

It is asserted in the Department of Labour Bulletin, quarterly publication of the Depart-

ment of Labour in Jerusalem, that "all these changes and influences, as well as other landmarks in the economic and social development of Palestine have been reflected in trade disputes".

From the beginning of the war to the close of 1944, the loss of time due to strikes in that country is reported to have exceeded half a million days. "More than 55 per cent of this impressive number was the share of the diamond industry; from 1942 to 1944, the share of the diamond industry was two-thirds of the aggregate loss of time," in spite of the fact that the industry is one of the youngest in Palestine. Conditions in this industry, however, were affected by the situation on the international market and by the irregular supply of raw materials.

The Bulletin points out that the number of workers involved in trade disputes and the amount of time lost showed a continuous rise during the war years. However, in the case of the number of workers involved the peak was reached in 1943, while the greatest number of man-days lost occurred in 1944. Although disputes in agricultural employment were generally rare, in 1939 and 1940, strikes took place in the citrus fruit areas over the recruitment of labour through the then newly established Joint Jewish Rural Labour Exchanges.

Most of the strikes since 1939 were recorded in manufacturing industry. The chief causes were wage claims and cost-of-living allowances. By 1943, disputes over employment conditions, annual leave, sick leave, overtime pay, discharge of workers and claims for dismissal indemnities increased. On the other hand, strikes resulting from employment of non-union labour "almost disappeared" by 1943.

Complete data concerning the methods of settlement were not available when the report on strikes was prepared, but it is stated that "a comparatively small number of disputes was settled by official conciliation".

Revival of trade unions in Germany

The British Military Government has announced to the German people that they themselves are to decide the kind of trade unions they are to have.

It is stated that, "any group of German workpeople who consider they have a common interest in matters concerning their employment may set about forming a trade union". Meetings for making plans will be allowed, and organizers of trade unions are told that they must be able to set out clearly what classes of workpeople they desire to attract, the geographical area of

operation, and the objects and proposed constitution of the organization. They must therefore be prepared to submit their plans to representative meetings of the workpeople likely to be interested. "Only when Military Government is satisfied that the plans have secured a reasonable measure of support will authority be given for a union to come into being," it is added. "From that moment on the union will begin a life of its own."

Work of Chinese co-operatives in wartime

It is stated in *Co-operative Information*, issued periodically by the International Labour Office, that during the last few years Chinese consumers' co-operatives

"have helped to stabilize commodity prices, to supply Government goods at official rates to Government employees, to improve living conditions, to encourage domestic industries and to control wages of workers." In addition, it is reported that they have also helped to carry out the Government monopoly system and general relief work.

At the end of October 1944, consumers' co-operatives represented 12.8 per cent of the total co-operative enterprises in China, compared with only 0.4 per cent in 1937. In Free China there were 33,034 consumers' co-operatives in affiliation with the central organization, besides 4,704 independent units, as at October 31, 1944.

According to the report it is recognized that the Chinese consumers' co-operatives "have their imperfections, such as poor administration in some cases, insufficiency of supplies, and sometimes rather high prices". However, they are considered to have rendered good service in a difficult situation. Apart from the material benefits they have brought, they have helped to instil the idea of co-operation into the minds of the people and the growth of this idea will lay the foundation for the further expansion of the co-operative movement.

Reports on agenda of International Labour Conference

The International Labour Office has issued reports prepared for submission to the Paris Conference and dealing with the items on the agenda.

The *Director's Report*, intended as a basis for the Conference's discussion of economic and social trends, reviews the I.L.O.'s activities since the last Conference in Philadelphia in May, 1944, surveys world economic developments and trends in social policy during the past 18 months, and discusses the outlook for the Organization.

A report on Item 2 of the agenda, the maintenance of employment during the reconversion period, is reviewed elsewhere in this issue (p. 1445).

Protection of Children and Young Workers is the title of the third report, which contains the draft of a Children's Charter proposed for adoption at the Conference. The Charter declares that Governments should accept responsibility "for assuring the health, welfare and education of all children and young persons and the protection of all youthful workers, regardless of race, creed, colour or family circumstances, both by national action and by appropriate measures of international co-operation."

The report also proposes that the Conference give preliminary consideration to two particular aspects of the problem of providing protection for young workers. It suggests that International Labour Conventions covering these questions be adopted at the next session of the Conference. The subjects proposed for such consideration are medical examination for fitness for employment, and night work in non-industrial occupations. Following this first discussion, if the Conference approves the Office proposals, questionnaires will be circulated to Governments requesting their views on the provisions of the proposed Conventions. The Office will then submit to the next session of the Conference draft texts of the Conventions which will take into account the Governments' opinions.

Other reports deal with colonial social policy, and with constitutional questions. The second of these reports outlines a procedure for severing the connection of the I.L.O. with the League of Nations, and for paving the way for association of the I.L.O. with the new United Nations Organization.

Application of Guatemala to rejoin I.L.O.

The International Labour Office recently announced receipt of an application from Guatemala for readmission to membership in the International Labour Organization.

One of the original members of the I.L.O., Guatemala's membership ceased in 1938 at the same time that its withdrawal from the League of Nations became effective.

The announcement stated that the application would be submitted to the Paris session of the International Labour Conference. Guatemala had previously been invited to be represented at the Conference by observers, as had other United Nations which are not members of the I.L.O.

Manpower

Summary of Manpower Controls Still in Effect

REFERENCE was made in the September issue of the Labour Gazette (p. 1276) to the removal of a number of manpower controls.

In a statement issued on September 25, the Hon. Humphrey Mitchell, Minister of Labour, summarized the principal controls still in effect as follows:

- (1) In the case of a proposed separation from employment, either employer or employee must give the other seven days' notice in writing—except where employment is specifically exempt from this rule, as in the case of the construction industry. No change has occurred in the seven day rule recently, and men and women are both still covered.
- (2) Male workers must secure permits from National Employment Offices before seeking or accepting employment, and employers cannot engage male employees without permit.
- (3) Female workers may seek and accept employment either with or without permit—but where a permit is not secured before, either the employer or the female employee must secure a permit within three days of being engaged.
- (4) Employers wanting to advertise for male employees must list their orders with the Employment Office, and have applicants referred to the Employment Office. Men wanting to advertise for jobs must secure permission from the Employment Office. Advertising in regard to the employment of women is not now controlled.
- (5) Labour exit permits must still be secured from the Employment Office by anyone wanting to leave Canada and

intending to take a job outside the country.

- (6) Employers in industry and commerce must list all vacant positions, whether for men or women, with the nearest National Employment Office.
- (7) Unemployed men are still required to register at the nearest Employment Office if unemployed for a period of seven days.
- (8) Regulations regarding technical personnel are unchanged.
- (9) Restrictions on men leaving the farms are still in effect. (This control is to be abolished after the 1945 crop is harvested).

Mr. Mitchell pointed out that the "freeze orders" have now been lifted. Male employees no longer need special permission to leave their present employment.

The Labour Minister said that a simplified form for reporting the engagement of women has now been devised, and may be secured by employers from the nearest National Employment Office. This form is the one to be used by employers for reporting the fact that a woman has been hired for a job with the employer.

"It will be recognized", Hon. Mr. Mitchell said, "that in large part manpower controls have now been removed. Those which continue will be removed just as soon as possible, but I think the public will appreciate that in this unsettled period of reconversion the controls which are still in effect are very necessary to assist the Labour Department, chiefly through the National Employment Service, in working toward a continuance of a high level of employment."

Transfer of Farm Workers to Prairies

FARM workers transferred from Ontario and Western Quebec to the Prairie Provinces for harvesting work this year numbered 5,500 up to the time the movement concluded.

Manitoba received about 1,600 of the total, the Province of Saskatchewan 2,700, while 1,200 went directly to Alberta. Those whose first destinations were in Manitoba and Sas-

katchewan moved farther west as the Prairie harvest progressed.

In addition to the workers from Eastern Canada, and the local supply of workers available on the Prairies, a substantial number of men were released by the Armed Services for harvest work, while prisoners of war were made available in some areas where such a

course was necessary. Also, a few workers were moved in by the Labour Department from Vancouver.

Except for a very few women who had come from Western farms, the harvesters from Ontario and Quebec were all men, and were almost entirely from Eastern farms where the local harvest had been concluded before the westward movement was undertaken.

With the railways giving a substantial reduction in fares for the carrying of these harvest workers from East to West, the Department of Labour provided free transportation on the out-going journey, and required each man to pay only \$10 for a return ticket. The return journey was expected to start late in October and continue into November.

The Minister of Labour, Hon. Humphrey Mitchell, stated on September 19 that advice received at Ottawa indicated that the number of workers on the Prairies for the grain harvest was about adequate, and that the total crop would be harvested in ample time to avoid loss.

In commenting on the successful outcome of the plan to recruit and move harvesters, first, from the Prairie Provinces to Ontario early this summer, and, second, the move

from Ontario to Western Canada, the Deputy Minister of Labour, Mr. A. MacNamara, who has been largely responsible for developing the plan, stated: "The thanks of the Department of Labour are due to Railway Companies for their co-operation in arranging for the movement when transportation difficulties were already very great. The Department is also very grateful to the officials of the Ontario and Quebec Department of Agriculture for their assistance to the National Employment Service in recruiting and dispatching the workers, and likewise to record thanks to the Provincial Agricultural Officials on the Prairies."

Mr. MacNamara said further: "The success of the movement certainly has proven the value of the National Employment System—to many the taking off of the 1944 and 1945 harvest seemed an insurmountable problem; however, by making harvest labour mobile and moving them from one part of the country to the other, the job has been almost completed".

Reports from the farmer organizations indicated general satisfaction especially so because the men who had been sent were experienced farm workers, the type of men that farmers require.

Campaign for Woods Labour

A campaign to secure 50,000 more men for woods operations is being developed through the National Employment Service in co-operation with the industry.

The Minister of Labour, Hon. Humphrey Mitchell, stated on September 24: "Men are needed for woods work of various kinds, pretty well all across Canada. The heaviest demands are in Quebec, Ontario and British Columbia, although some men are required also on the Prairies and in the Maritime Provinces. In locating men we shall hope to secure applicants from all parts of Canada—not only from the areas in which woods operations are carried on."

The Minister pointed out that during the war years the Labour Department regularly conducted a campaign at this time, to secure men who could be spared from the farms during the winter. Due to war work, few men were available in cities.

"This year the situation is changed", Mr. Mitchell said. "While men from the farms will be needed once harvest is completed, we are also going to make efforts to secure men who are available this year in the cities."

The Minister of Labour added: "It is very much in the national interest that woods operators should secure all the workers they require. Home building in Canada will be helped or hindered next year, to a large extent, by the cut of saw logs in the woods during this winter. The pulp and paper industry—producing paper for Canadian use and also very important in our export trade—will require a heavy cut of pulp wood. The reconstruction of Britain and Continental Europe will call for huge quantities of lumber—and Canada must be prepared to meet a large part of this demand."

While the number of men in the woods on summer cutting during 1945 compared very favourably with 1944, surveys of the situation indicated the need of increasing the force of woods workers during the fall and winter.

Recruiting of woods labour is being carried out through the National Employment Service, with the assistance of Provincial Agriculture Officials, working under the Dominion-Provincial Farm Agreements.

Canadians Playing Hockey in the United States

No restrictions on Canadians wishing to play professional hockey with teams in the United States, will be in force this year, according to a statement issued on September 20, by Mr. A. MacNamara, Director of National Selective Service.

Moreover, Mr. MacNamara announced that a memorandum has been sent to all Industrial Selection and Release Committees urging them to readily approve applications for the speedy release of professional hockey players from the Armed Services, who are at present posted in Canada, and where application is made for the release of a man to play professional hockey in Canada or the United States.

The memorandum to the Committees states: "It seems entirely likely that there will be a great expansion of sports activities in the immediate post-war period and as a part of the expansion there will no doubt be a demand for a great number of young Canadians to play hockey in the United States.

"This does present an attractive field of employment for a considerable number of our young men and, more particularly, may be a real start in the rehabilitation of a number

of young men now serving in the Armed Forces. The Director of National Selective Service has therefore expressed the view that applications by hockey clubs for release of young men in the Armed Services should be not only readily approved but actively encouraged.

On the subject of arrangements for men wishing to play hockey in the United States, Mr. MacNamara said: "This year it will be necessary for hockey players to secure Labour Exit Permits from the Local Office of the National Employment Service, but the Employment Offices have been advised to issue those permits promptly on application by the men affected."

Last year and since National Selective Service Regulations came into effect in early 1942, various restrictions have been imposed on men leaving Canada to go to the United States for the purpose of playing professional hockey. For instance, the man had to clear with the Mobilization Board, and if he were in essential employment in Canada, engaged on war production, he was not permitted to leave.

Development of Canada's Merchant Marine

WITH a view to indicating the great strides that were taken during the war in building a Canadian Merchant Marine, as well as stressing the notable services it rendered to the war effort, Hon. Lionel Chevrier, Minister of Transport, recently published a brief brochure entitled, "Canada's Merchant Seamen."

In it, the Minister points out that at the outbreak of war in 1939, there were only 37 Canadian registered ships engaged in foreign voyages, of which nearly half were lost through enemy action. The number of Canadian seamen employed on these original ships was approximately 1,400. At the end of the war, nearly 180 large ocean going cargo vessels, requiring 12,000 skilled seamen of all ranks to man them, operated under Canadian registry.

Three serious problems presented themselves early in the war that demanded solutions if sailings were not to be delayed and badly needed supplies were to be moved to the war areas: (1) The building up of reserves of trained seamen ready at Eastern seaports to fill any crew deficiencies that might occur; (2) The establishment of schools of instruction to train seamen for their exacting duties and also to provide tuition for men capable

of advancement; (3) Setting up of facilities at Eastern seaports to assure rest, relaxation, recreation and welfare of officers and seamen of the Allied nations while on shore, and to care for survivors landed after shipwreck etc.

To meet these problems a Director of Merchant Seamen was appointed early in the war, under whose direction Merchant Seamen Manning Pools were set up at Halifax, Montreal, St. John and Vancouver, and training facilities were established on the Atlantic seaboard and a Marine Engineering Instructional School at Prescott, Ontario.

Provision was made for the training of wireless operators and cooks. The assistance of the Navy League of Canada was enlisted in providing social amenities at the seaboard ports. These facilities were used by over two million men during 1944, which indicated in some measure the extent of this development.

The Canadian Merchant Marine is a voluntary service and its members were engaged on a voluntary basis. It rendered an important and gallant service, in spite of the limitations imposed by its civilian status. It is the purpose of the Government to continue to improve the conditions of service therein.

American Studies of the Effects of Long Hours

STUDIES of the effects of long working hours which were made in twelve metal-working plants by the Bureau of Labour Statistics, United States Department of Labour are reported in two bulletins published late in 1944. In the plants studied, operations varied from foundry and forge-shop work to bench operations involving the processing of small metal parts.

The purpose of the studies, which are continuing, is to determine the effects of long hours on production efficiency, absences, injuries, and spoilage. Information is also being sought concerning levels of daily and weekly hours at which efficiency is highest, and whether it is better to lengthen daily hours or to work additional days.

Summarizing the 12 plant surveys, the report states that hours worked beyond 40 or 48 in a week appear to result in additional output but at the price of a continuous decrease in efficiency and marked increase in absences as hours rise. A point is finally reached at which the longer work schedule is no more productive and possibly less productive than a shorter work schedule. Longer working time in the plants studied resulted in a general slowing down throughout the entire work-week with few exceptions. It was also found that the seven-day week may actually result in less production than the six-day week and is uneconomic.

Another finding of the surveys was that it was impossible to discover an "optimum hour schedule" for all of industry. The variables are the type of operation, the method of payment, and the incentives motivating the workers. For example, it was found that men working under wage incentive produced a greater output than those working at straight hourly rates without any kind of wage incentive.

On the whole, the five-day week and eight-hour day were found to be more efficient than a longer work schedule. There is little sacrifice of efficiency, however, if a sixth day of eight-hours or less is added. For workers under an incentive wage system, the sharp break comes when hours are raised from eight to nine and a half or more a day. The mid-week spurt found in the eight-hour day and five-day week, is wiped out when daily hours

are raised, and the benefits of the Wednesday and Thursday efficiency peaks are lost. Such a change may result in a decrease in efficiency of about five per cent. Adding a sixth day may cause a drop in efficiency of from seven to ten per cent if the weekly hours are not more than 58 or 60, but the decrease may be as high as twenty per cent if hours reach 66 weekly.

For men on straight day-work rates, the lengthening or shortening of hours seems of considerably less significance.

In plants in which work was light, the tendency for workers under incentive systems, and with weekly hours ranging between 55 and 58 was to produce a two-hour volume of production for every three hours added above forty-eight per week (six days at eight hours each). Where work was heavy (e.g. foundries), roughly one hour's additional output was produced for every additional two hours worked. One reason for this was the greater need for rest pauses.

Among the plants studied were two in which shorter hours were found to result in a volume of output as great as or greater than that under longer hours. The average increase in output under long daily and weekly schedules was roughly only seven per cent above the output of the 40-hour week. According to the report, this increase could have been achieved easily by raising the weekly hours to 43 or 44, instead of to 60 and 66.

The studies showed that as either daily or weekly hours increased, absences increased. Various explanations are given for this. It was learned also that the number of absences was greater for the night-shift than for the day-shift under the longer work schedules, especially in the case of women.

Work injuries occurred relatively more frequently under longer hours, except where plants had good, active accident-prevention programs. In one plant accidents occurred only one-third as often when the daily hours were reduced from ten to eight.

Women were found to be more efficient than men at light, repetitive and rhythmic operations requiring nimble fingers and little physical exertion. Men were found to be superior on machines requiring close adjustments or which were complicated.

Index Numbers of Wage Rates in Canada, 1901-1944

Annual Survey Shows Smaller Increase in Wage Rates in 1944 than in Other War Years

ACCORDING to the new index number calculated by the Department of Labour, wage rates in 1944 reached their highest level in the last forty-four years.

The general index for the main groups of industries covered in 1944 was 137.5 as compared with 132.8 in 1943, an average increase of 3.5 per cent. This compares with an increase of between 8 and 9 per cent in each of the last three preceding years and of 3.9 per cent in 1940 over 1939. The wartime increase in wage rates from 1939 to 1944 was 37.5 per cent.

In December, 1944, the index of the cost of living was 17.6 per cent higher than in August, 1939.

By industrial groups in order of appearance in the table the percentage increases in 1944 over 1943 were as follows: Construction 1.5, Water Transportation 2.5, Electric Railways 4.2, Steam Railways unchanged, Coal Mining 17.0, Metal Mining 1.7, Manufacturing 4.1, Logging 1.1, Laundries 1.3 and Telephones 0.4.

For the period 1939 to 1944 the percentage increases in wage rates for these industrial groups in the same order were: Construction 29.6, Water Transportation 40.7, Electric Railways 27.6, Steam Railways 24.4, Coal Mining 46.0, Metal Mining 25.2, Manufacturing 41.1, Logging 44.7, Laundries 28.9, Telephones 22.4, General Average 37.5.

The wage data on which the above calculations are based apply mostly to July and October, 1944. Under the Wartime Wages Control Order, 1943, effective February 15, 1944, the cost of living bonus was incorporated into basic wage rates. All wage rate figures reported as a result of the 1944 wage survey include such bonuses. All cost of living bonuses reported in previous years have been included in the rates published for those years by the Department.

A table of index numbers of wages has appeared since 1921 in the annual report on "Wages and Hours of Labour in Canada," issued by the Department of Labour as a supplement to the *LABOUR GAZETTE*. The last report in the series was No. 26—"Wage Rates and Hours of Labour in Canada, 1943" (supplement to the June, 1945, *LABOUR GAZETTE*). Report No. 27 for 1944 is expected to be ready for distribution before the end of the year.

The accompanying table of index numbers of wage rates is a continuation of the new series first published in Report No. 26. It contains figures showing the changes in wage rates for the main industrial groups from 1901 to 1944, the index being based on wage rates in the last pre-war year, 1939, as 100. In the calculation of the index a weighted average rate was obtained for each of a representative list of occupations in an industry. Each of these averages was weighted by the number of workers in the occupation to obtain the index number for the industry.

To obtain each main industrial group index the index for each industry included was weighted by the number of workers in each industry based on census data.

To obtain the general index the main industrial groups were weighted in proportion to the number of workers in each main group.

Wages in the Primary Textiles Industry

A supplement to this issue of the *LABOUR GAZETTE* is entitled "Wages in the Primary Textiles Industry in Canada, 1944." It contains statistics concerning wages, hours of labour and number of workers in the Cotton Yarn and Cloth, the Woollen Yarn and Cloth, Knitting and Rayon Industries. This information is given for selected occupations in each industry for Canada and by province or region.

INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES
IN CANADA, 1901-1944

(Rates in 1939=100)

Year	Con- struction	Water Trans- portation	Elec- tric Rail- ways	Steam Rail- ways	Coal Mining	Metal Mining	Manu- fac- turing	Logging	Laun- dries	Tele- phones	Gen- eral Aver- age
1901.....	35.3	43.9	32.8	33.7	47.4	61.2	.....	51.4	.....	.....	38.1
1902.....	37.7	44.1	34.9	35.2	48.0	61.6	.....	52.6	.....	.....	40.0
1903.....	39.5	43.9	36.5	36.8	48.9	59.5	.....	53.9	.....	.....	41.4
1904.....	40.9	44.5	37.5	37.6	48.8	58.1	.....	54.6	.....	.....	42.3
1905.....	42.8	44.7	37.7	36.5	49.5	58.7	.....	57.0	.....	.....	43.1
1906.....	45.0	45.5	39.0	38.9	50.1	62.5	.....	59.4	.....	.....	44.9
1907.....	47.0	46.5	41.8	39.6	53.6	61.7	.....	60.3	.....	.....	46.3
1908.....	47.7	47.6	42.0	42.2	54.3	62.6	.....	58.6	.....	.....	47.4
1909.....	48.7	48.3	41.7	42.3	54.5	63.2	.....	61.9	.....	.....	48.3
1910.....	50.9	48.4	44.0	44.1	54.0	62.5	.....	64.0	.....	.....	49.9
1911.....	52.9	49.1	45.2	46.9	55.9	63.1	45.0	65.6	.....	.....	49.2
1912.....	56.2	50.1	47.4	47.9	56.4	66.3	45.8	67.7	.....	.....	50.8
1913.....	58.6	52.0	51.3	49.0	57.3	65.3	47.2	68.7	47.0	.....	52.1
1914.....	59.1	52.8	51.8	49.9	58.4	65.4	48.7	64.3	49.2	.....	52.8
1915.....	59.4	54.0	50.2	49.8	58.7	66.2	50.1	61.1	47.5	.....	53.2
1916.....	60.0	54.9	52.5	51.8	64.0	73.2	54.3	73.0	50.7	.....	56.9
1917.....	64.4	64.5	58.8	61.0	75.0	81.1	60.4	95.8	56.8	.....	65.2
1918.....	73.8	78.6	73.3	77.3	90.5	88.1	69.2	1 0.3	65.6	.....	76.6
1919.....	86.8	86.7	83.8	90.1	97.8	88.4	85.0	127.3	75.1	.....	90.0
1920.....	106.0	105.2	99.7	108.2	113.3	102.9	102.4	142.5	88.2	92.2	107.0
1921.....	99.9	96.0	98.6	95.9	119.4	95.2	95.4	102.2	97.3	91.8	97.5
1922.....	95.3	86.7	94.6	90.3	113.4	88.0	89.2	79.6	93.2	87.2	91.1
1923.....	97.5	91.5	95.6	91.2	113.4	91.9	92.5	93.5	99.6	88.6	93.6
1924.....	99.4	90.2	95.7	91.2	110.3	92.0	93.2	105.9	99.9	89.0	94.8
1925.....	99.8	90.4	96.4	91.2	96.1	93.3	92.3	95.2	99.0	89.1	93.8
1926.....	100.9	90.2	96.7	91.2	96.0	93.2	92.8	95.5	99.9	89.7	94.4
1927.....	105.0	91.3	97.5	97.1	96.3	93.3	94.1	97.7	100.8	91.4	96.4
1928.....	108.7	91.9	99.6	97.1	96.8	93.2	94.8	99.0	101.6	93.1	97.5
1929.....	115.8	96.1	101.9	100.0	96.8	93.8	95.4	98.7	101.8	94.2	99.2
1930.....	119.1	97.2	102.3	100.0	97.1	93.9	95.5	97.5	102.0	94.7	99.9
1931.....	114.7	93.0	101.9	97.5	97.1	92.6	93.1	81.5	101.5	95.0	96.6
1932.....	104.5	86.5	98.1	90.1	94.1	89.7	87.0	67.1	99.0	88.6	89.7
1933.....	92.5	81.2	93.8	88.0	92.8	88.6	82.9	57.4	97.0	87.9	85.1
1934.....	90.7	80.5	93.7	85.0	93.4	90.9	85.2	65.7	96.1	93.7	85.9
1935.....	93.6	81.1	94.3	90.1	95.0	92.6	87.0	73.1	96.6	93.0	88.4
1936.....	94.2	82.4	95.2	90.1	95.1	94.9	89.1	80.9	97.1	93.8	90.0
1937.....	96.9	92.0	97.8	96.0	95.6	99.1	96.1	93.9	98.3	98.5	96.7
1938.....	99.2	99.1	99.4	100.0	100.0	99.6	99.2	101.8	99.7	99.7	99.6
1939.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1940.....	104.5	105.2	104.9	100.3	102.1	102.8	104.3	104.9	105.4	101.3	103.9
1941.....	111.6	113.3	110.1	104.9	109.4	112.2	115.2	114.0	110.5	106.4	113.1
1942.....	118.6	125.8	114.9	113.0	113.1	118.7	125.5	125.9	116.5	112.0	122.5
1943.....	127.7	137.3	122.4	124.4	124.8	123.1	135.6	143.1	127.3	121.9*	132.8
1944.....	129.6	140.7	127.6	124.4	146.0†	125.2	141.1	144.7	128.9	122.4	137.5

* Revised.

† Includes increases awarded by National War Labour Board in December 1943, made retroactive to November, 1943, in some cases and to December 20, 1943, in others, and not included in the index for 1943.

Union Status in Collective Agreements in the Iron and Steel Industry, Canada, 1945

A file of collective agreements has been maintained in the Department of Labour for many years and summaries of important agreements have been published each month in the LABOUR GAZETTE. The Research and Statistics Branch has undertaken to make analytical studies of current agreements on file, by industry and by topic. The first, covering the Pulp and Paper Industry, was published in the LABOUR GAZETTE for April (p. 539), with separate reprints. The second, covering Union Status in Collective Agreements in the Manufacture of Iron and Steel and Their Products is given below.

Summary

In 1943 there were 2,044 establishments with 435,744 workers employed in the manufacture of iron and steel products in Canada. Collective agreements are on file in the Department covering 336 establishments and 239,249 workers in this industry at the end of August, 1945. Ninety-two per cent of the workers under agreements are represented by unions affiliated with national or international labour organizations.

Agreements with no requirements as to union membership* are effective for 93.0 per cent of the workers; agreements with maintenance of union membership* without any compulsion as to joining the union are effective for

4.7 per cent of the workers; agreements for union shop* conditions for 2.2 per cent of the workers, and agreements for closed shop* for 0.1 per cent of the workers under agreement.

The check-off* is provided by agreements covering 18 per cent of the workers under agreement. In most of these cases, it applies only to those employees who give a written authorization for it.

The above conditions are shown in tabular form on page 1428.

Preferential hiring of union members is provided by agreements covering 12 per cent of the workers under agreement.

Introduction

General

The great majority of agreements on file in the Department of Labour are agreements between one or more employers and one or more unions, which unions are affiliated with one of the central international or national labour organizations. The remaining small proportion are those between an employer and a committee of employees or an association of the employees of a single firm. This latter type of agreement sometimes provides that employees are free to join any labour organization of their choice.

Union status may be considered under three aspects: recognition of the union itself and of its committees and stewards; requirements as to union membership (no requirements as to union membership, maintenance of union membership, union shop, closed shop); the conduct of union activities and consultation between the employer and the union.

The degrees of union security which agreements provide vary from those with no requirements as to union membership, with simple recognition of the union or other workers' organization, to the closed shop agreement.

Under agreements with *no requirements as to union membership* the union is recognized but there is no obligation as to union membership as a condition of hiring or continued employment. This recognition may in some cases extend only to the recognition of the union as the bargaining agency for its own members, but the usual practice is to recognize the union as the bargaining agency for all employees who are eligible to be covered by the conditions of the agreement. Various qualifications to the agreements with no requirements as to union membership occur, such as the guarantee of freedom of employees to join or not to join the union which is the party to the agreement, or the guarantee of freedom to join any union. Many agreements (under agreements with no requirements as to union membership as well as under the higher types of union security) provide that no discrimination or coercion be exercised by the employer because of an employee's union membership or union activities. Similarly, in many agreements the union members under

* Definitions of these terms are given in the Introduction—General.

take to refrain from coercing other employees to become union members. In some cases the employer agrees to encourage union membership and to co-operate with the union in obtaining members. Preference to union members when hiring new employees may be provided in agreements with no requirements as to union membership.

The *maintenance of union membership* clauses in agreements provide that employees who are or who later become union members must maintain their membership. In some cases employees who were members at the time the agreement was made are granted an "escape period" during which they may resign from the union. Union shop and closed shop agreements often have a special clause providing that the union membership must also be maintained. For the purpose of this study, however, maintenance of membership agreements are confined to those in which joining the union is not compulsory. Preference to union members when hiring new employees may be provided in the maintenance of union membership type of agreement also.

Union shop provisions require that all present employees who are not members as well as all new employees must join the union. In some cases present employees are exempted and the requirement applies only to new employees. The maintenance of this membership is sometimes implied and sometimes specifically stated in such agreements. Preference to union members when hiring new employees is sometimes present in connection with union shop provisions.

In the *closed shop*, as in the union shop, all employees must be union members, but in this case when employers are hiring new employees they must be union members before they are hired. In case no union members are available, many agreements provide that non-union members may be employed either temporarily or permanently, but these must become union members.

One means which is of assistance to the union in maintaining its paid-up membership in the case of open shop or maintenance of membership agreements, is the check-off. In the case of the union shop or closed shop, since membership is compulsory, the check-off is simply a means convenient to the union for the collection of dues, etc. Check-off clauses may be found in agreements providing for any type of union security.

Under the *check-off* system, the employer deducts union dues and assessments from employees' wages and pays these over to the union. The voluntary check-off applies only to those employees who individually sign

an authorization, which authorization may be for the duration of the agreement or until rescinded by the employees; this type of check-off may be part of any type of union security agreements from simple recognition to the closed shop. The automatic check-off applies to all employees covered by the agreement and can therefore be part only of union shop or closed shop agreements.

The above are the different types of agreements in so far as union membership requirements are concerned. Within each of the above types there is a great variety of provisions as to the extent of the unions' freedom to conduct their activities and as to the questions on which the management undertakes to consult the unions.

Union activities in regard to the use of the employers' premises and the conducting of activities, such as the collection of union dues during working hours, are sometimes restricted in agreements. The use of bulletin boards on the premises by the union is also provided in many agreements. The granting of leave of absence from work to employees to attend union conventions or to accept full time union employment for longer periods is a subject frequently covered in agreements.

In addition to the formal recognition of the union, particular recognition may be given to shop stewards and to union committees. The recognition of shop stewards and these committees involves consultation between management and union representatives on the question of grievances and the negotiation of new agreements. Under some agreements, the employer undertakes to consult union representatives in a variety of matters, such as lay-offs, promotions, vacation schedules or any proposed change in working conditions. The question of the participation in negotiations or grievance procedure of union representatives who are not employees is also covered in some agreements.

Manufacturing of Iron and Steel and their Products

The total number of establishments in this industry (which includes shipbuilding) for which current collective agreements are on file in the department is 336. In the great majority of cases an agreement covers only one plant or establishment. In the few cases in which one agreement covers more than one establishment, the number of establishments is recorded. In cases, such as in some shipyards, where a number of individual unions each has a separate agreement with one establishment, the establishment is con-

sidered as the unit. The number of workers affected is known for 320 out of the 336 establishments covered by agreements. The total number of workers affected in these 320 establishments is 239,249. The figures in the majority of cases were secured from the employers late in 1944, but where additional information was received in 1945, the latest figures have been included. The latest available information as to the number of establishments and the average number of employees in this industry in Canada, published by the Dominion Bureau of Statistics' Census of Industry, is for the year 1943, which shows 2,044 plants and 435,744 employees.

Of the 336 establishments and 239,249 workers under collective agreements, 232 (84 per cent) of the establishments and 220,451 (92 per cent) of the workers affected are under agreements in which the workers are represented by unions affiliated with central union organizations, while in 54 (16 per cent) of the establishments, affecting 18,798 (8 per cent) of the workers, the workers are represented by committees of employees or organizations

whose membership is restricted to the employees of one establishment.

In the text which follows, the iron and steel industry is divided into its main subdivisions and details shown of union status provisions in each subdivision, under three subject headings, with sample clauses quoted in smaller size print. These three subject headings are: (1) Recognition of Unions and Union Committees (in which is also included general information as to the number of establishments and the number of workers covered by agreements) immediately following on this page; (2) Agreements with No Requirements as to Union Membership, Maintenance of Membership, Union Shop and Closed Shop Agreements, The Check-off and Preference to Union Members, beginning on page 1434; (3) Union Activities, Consultation between Employers and Union, Union Label, beginning on page 1441. Sample clauses covering many points are given in the first division (aircraft) and in the other divisions where there are any additional points or essential differences from the clauses already quoted.

NUMBER OF ESTABLISHMENTS AND NUMBER OF WORKERS* UNDER AGREEMENTS IN MANUFACTURING OF IRON AND STEEL AND THEIR PRODUCTS AND THE NUMBERS UNDER AGREEMENTS WITH NO REQUIREMENTS AS TO UNION MEMBERSHIP, MAINTENANCE OF MEMBERSHIP, UNION SHOP, CLOSED SHOP AND CHECK-OFF PROVISIONS OF THE AGREEMENTS

	Under Agreement		No Requirements as to Union Membership		Maintenance of Membership†		Union Shop		Closed Shop		Check-off	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
Aircraft and Aircraft Parts.....	28	70,759	26	67,592	1	2,161	1	1,006			6	26,976
Automobiles and Automobile Parts.....	25	17,672	22	17,378	1	75	2	219			1	111
Boilers, Engines and Machinery..	84	15,141	57	13,361	13	1,101	9	504	5	175	14	3,295
Farm Equipment.....	10	10,750	10	10,750								
Foundry Products.....	67	12,049	49	9,957	11	1,095	6	957	1	40	14	2,572
Hardware and Tools.....	21	2,160	17	1,912	1	124	2	91	1	33	6	403
Primary Iron Products.....	9	15,642	9	15,642							3	5,234
Sheet Metal Products.....	16	5,408	11	3,026	4	2,304	1	78			6	3,073
Shipbuilding.....	38	57,461	26	51,871	3	3,399	9	2,191			5	561
Wire and Wire Products.....	11	3,694	10	3,574			1	120				
Miscellaneous Iron and Steel Products.....	27	28,513	21	27,575	2	873	3	38	1	27	5	226
Total.....	336	239,249	258	222,638	36	11,132	34	5,204	8	275	60	42,451

* The total number of establishments in this industry was 2,044, and the average number of employees 435,744, in 1943.

† Without any obligation on employees to join the union.

Recognition of Union and Union Committees

By the fact of an agreement having been concluded, recognition of the workers' organization is thereby implied. However, in 251 establishments, affecting 162,963 workers, a special clause is included confirming recognition of the union as the bargaining agency with which the employer will deal. In most agreements it is stated or implied that this recognition continues for the duration of the agreement, and in 41 of these establishments

affecting 45,415 workers, the employer definitely undertakes not to bargain with any other union or employees' organization during the life of the agreement. In 32 establishments, affecting 78,091 workers, however, the workers' organization is to be recognized only as long as it represents the majority of the employees.

The organization representing the workers normally is recognized as the bargaining agency for all employees of the plant who

are affected by the terms of the agreement. This is definitely stated in 218 agreements covering 132,172 workers. An exception to this practice, however, is found in agreements for 33 plants, affecting 30,996 workers, in which the union is the bargaining agency only for its own members.

In addition to a general recognition of the union, in many agreements the employers recognize particular committees, such as union grievance committees, negotiating committees and shop or plant committees. Shop stewards are also recognized in about one quarter of the agreements. The question of committee members being paid for the limited time they may require to carry on their committee duties during working hours is dealt with in agreements for 76 plants affecting 61,586 workers; shop stewards are similarly dealt with in 42 agreements affecting 34,636 workers. In all of these, the committee members and the shop stewards are to be paid at their regular wage rates for the limited time so required.

When negotiations are in progress between the company and the union for a new agreement or in connection with other matters and when, in case of disputes the first steps in grievance procedure have not been successful, agreements for 142 establishments, affecting 104,961 workers, provide that the union may call in a representative of the union who is not an employee of the company to take part in such negotiations or grievance procedure.

Aircraft and Aircraft Parts

A total of 28 plants and 70,759 workers are covered by agreements. Of these 65,457 workers in 25 plants are represented by unions affiliated with international or national central organizations, the majority being with the International Association of Machinists, others with the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America and the Canadian Aircraft Workers' Association and others. In this industry a large proportion of the agreements (20 plants with 60,043 workers) have provision for recognition of the union only as long as it represents the majority of the employees. The following is a sample clause* covering this point:—

The Company agrees to bargain exclusively with the union, in respect to employees of the Company, so long as the union represents a majority of the employees covered by this agreement.

*The following extract and those used throughout this study are quotations from agreements on file in the Department of Labour for this industry. All such quotations are printed in the smaller size type.

Four agreements, covering 8,758 workers, provide for the exclusion of any other union as bargaining agencies during the life of the agreement.

The Company will not bargain collectively with any other labour organization during the life of this agreement.

In most of the aircraft agreements the union is recognized for all eligible employees. In the others this condition might be implied.

The Company recognizes the union as the sole and exclusive collective bargaining agency for all its employees on the hourly payroll of the Company for the duration of the agreement.

Foremen and certain other classes are excluded from the terms of a number of agreements.

The Company recognizes the union as the bargaining agency for employees of the Aircraft Department with the exception of those employed as foremen, superintendents, inspectors or office employees.

Recognition of a shop or plant committee is part of 18 aircraft agreements covering 51,423 workers. In some, as in the following example, the union appoints this committee, while in others the committee is elected by the employees.

The local lodge may appoint, and the Company shall recognize a shop committee not to exceed six members who shall be employees of the Company.

Recognition of grievance committees is part of 10 aircraft agreements covering 23,910 workers. In some agreements this committee is mentioned without any reference to its appointment. The following example, however, is explicit on this point.

A grievance committee who shall all be regular employees of the Company shall be elected by the union, and the Company shall be kept advised by the union, of the personnel of that committee.

Shop stewards are recognized in 11 aircraft agreements, affecting 22,650 workers. In some cases their connection with the union is not stated explicitly, but more often they are directly connected with the union.

The local lodge may designate representatives, not exceeding one in each department per shift, who shall be recognized by the Company as shop stewards.

Five agreements definitely state that committeemen are to be paid for the time spent on this work.

It is understood and agreed that committeemen as well as other employees have regular duties to perform. Committeemen, with the approval of foremen of the departments where they are respectively employed, shall be permitted, during their working hours without loss of time or pay to leave their regular duties for a reasonable length of time to adjust and present grievances subject to a maximum absence from their regular duties of one and

one-half hours within the hours comprising the working day. Whenever more than a reasonable period of time shall have been taken by a committeeman to accomplish such adjustment and presentation, the foreman of the Department to which the committeeman is attached may decline to approve payment to such committeeman for such excess time.

A definite statement as to stewards being paid for time used in the performance of their duties as stewards is included in three agreements, and the following is an example of such a clause.

Any reasonable and justifiable time spent during regular working hours by a steward or a deputy steward in the settlement of grievances or otherwise in connection with the administration of this agreement will be paid for at his regular rate if a time worker, and if he is an incentive bonus worker at his average hourly earnings.

The right of the union to call in its representatives from the local or national or international offices to take part in negotiations or in grievance procedure is dealt with in six agreements in the aircraft industry.

The president of the local union and/or duly accredited representatives of the International Union, may attend meetings with representatives of the management.

Automobiles and Automobile Parts

Agreements are on file for 25 plants and 17,672 workers in this industry. Except for one plant with 100 workers, all of these are for international or national unions. About 95 per cent of the workers affected are under agreements of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. Only one plant's agreement provides that the union be recognized only as long as it represents the majority of the employees. In five agreements, covering 7,334 workers, the employers undertake that they will not bargain with any other union during the life of the agreement.

The majority of agreements in this industry state that the employer recognizes the union as representing its members only, and a similar proportion exclude a number of classes of employees from the agreement.

The Company recognizes the union as the exclusive bargaining agency, for collective bargaining purposes, for those of the Company's hourly rated employees . . . who are members of the union. Provided that all employees while within the following classifications, whether or not members of the union shall not be subject to the provisions of this agreement: Employees in a supervisory capacity, including those having the right to hire and discharge, confidential clerks to factory supervision (Management will be willing to list for the union, from time to time, those employees who are within that classification); time study men; power house employees; plant protection employees; indentured apprentices; office and salaried employees.

Recognition of union plant committees is provided in agreements covering 10 plants, with 3,217 workers; recognition of union grievance committees in two plants affecting 4,545 workers; recognition of union negotiating committees in 8 plants with 13,528 workers affected. In this industry all these committees are directly connected with the union. In addition to these different types of committees, whose separate functions vary from plant to plant, agreements for six of the smaller plants have one union committee for all bargaining purposes.

The union may appoint and the Company shall recognize not in excess of eleven committeemen, one of whom shall be chairman of the committee.

Each committeeman at the time of his appointment shall be a British subject, permanently domiciled in Canada, and shall have at least six months' seniority with the Company. The union shall notify the Company in writing from time to time of the names of the committeemen, the respective dates of their appointment and the names, if any, of those former committeemen whom they are replacing or discontinuing and of the name of the chairman of the committee.

Shop stewards are recognized in 11 plants, in 8 of which they are definitely connected with the union. In the majority of agreements in the automobile industry agreements provision is made for payment of committeemen at their regular wage rates for a limited time required by them during working hours to fulfil their duties as such committeemen. Similar provision for shop stewards is made in 10 agreements.

In 20 agreements, covering 16,834 workers, the union may call in its representatives to assist in negotiations or grievance procedure.

The parties agree that only those members of the local union who are employed by the Company and for accredited full time officers, including Regional Director or International Representative of the union, shall enter into discussion or negotiations within the scope and intent of this agreement.

*Boilers, Engines, Machinery**

There are 84 plants covered by agreements in this industry, affecting 15,141 workers, of which 64 plants and 11,260 workers are with unions represented by international or national unions. Two unions in this industry represent more than half of the total workers under agreement; these are the International Association of Machinists and the United Steel Workers of America. Several other unions, including the International Union, United Automobile, Aircraft and Agricultural Implement Workers and the International Moulders

*See also Farm Equipment.

and Foundry Workers' Union, represent smaller proportions. Only five plants, with 496 workers affected, have a clause by which the union is recognized only as long as it represents a majority of employees. In agreements for 11 plants, with 990 workers affected, the employers agree not to bargain with any other workers' organization during the life of the agreement.

In only five agreements, with 1,114 workers affected, the union is recognized as bargaining agency for its members only. In most of the other agreements the union is stated to be the bargaining agency for all employees eligible.

Foremen and certain other classes of employees are excluded in less than half of the agreements in this industry.

The Company recognizes the union as the sole collective bargaining agency for its employees excepting foremen, watchmen and salaried employees.

Each of the various types of union committees mentioned above is recognized in some agreements in this industry. There are a few examples of shop committees which are not connected with the union, as in the following:—

There shall be set up in the machine shop, a shop committee of three members, selected at large by ballot of all employees. The Company shall deal with this shop committee in all matters necessary for discussion between the two, within the scope of this agreement. . . .

Shop stewards are recognized in 12 agreements, covering 3,388 employees, in most of which arrangements are made by which the stewards are to receive their regular wage rates during the time they are required for their duties as stewards. Similar clauses protect employees who are members of recognized committees, in several agreements.

In 19 agreements, with 2,815 workers affected, the union reserves the right to call in, for negotiating purposes, outside representatives of the union.

Farm Equipment

Agreements for 10 plants, covering 10,750 workers, are on file for this industry. Except for two plants affecting 553 workers, the workers are represented in all cases by international or national unions. Over 70 per cent of the total number of workers affected are under the agreements of the International Union, United Automobile, Aircraft and Agricultural Implement Workers, while most of the others are under United Steelworkers of America agreements. None of the agreements limits union recognition to the length of time the union represents the majority of the employees. In only one agreement is there

a special undertaking by which the employers agree not to bargain with any other employees' organization during the life of the agreement.

In nine of the ten agreements the union is recognized as the bargaining agency for all employees eligible, foremen being usually excluded.

Plant committees are recognized under five agreements, involving half the total number of workers under agreement, and a union committee under one, a union negotiating committee under one, and a union grievance committee under two other agreements. The majority of the agreements in this industry also recognize union shop stewards.

In most agreements arrangements are made by which both committeemen and shop stewards suffer no loss in pay for the time required for their work in this connection. In a few cases, a limit is placed on the amount of such time for which the Company will pay.

In no case shall the Company pay stewards for more than 8 hours per month per man, or pay Committeemen more than 16 hours per month per man.

One agreement has precise directions for the recording of this time:—

Before leaving his regular duties on behalf of the Company, a committeeman or chief steward shall notify his foreman of the reason for his proposed absence and its probable duration; and will report back to the foreman when he returns in order that the foreman may record the time spent by the committeeman or chief steward on union business, and charge such time to the administration of this agreement.

Agreements for six of the ten plants provide that representatives of the union, other than employees, may take part in negotiations or in grievance procedure.

Foundry Products

Agreements are on file for 67 foundries affecting 12,049 workers. Of these, 58 foundries and 8,758 workers are under agreements in which the workers are represented by unions affiliated with central organizations. Of these union agreements, most of the plants and of the workers affected are under the agreements of the International Moulders and Foundry Workers' Union and the United Steel Workers of America. Several other unions are parties to agreements for one to five plants in this industry. In six foundries covering 264 workers, the employers agree that they will not bargain with any other union during the life of the agreement.

In four plants, with 505 workers, the union is recognized as the bargaining agency for

its own members only, while in most of the other agreements the union is the agency for all employees eligible, foremen and a few other classes usually being excluded.

Shop or plant committees, the majority of which are stated to be connected with the union, are recognized in 21 foundries, affecting 2,917 workers. Two of these same plants have separate union negotiating committees. Union committees are recognized in five plants, in four of which there is a separate union grievance committee. Union negotiating committees are recognized in a total of 12 plants and grievance committees in 25 plants.

Shop stewards are recognized in 12 plants, affecting 2,838 workers, all but one connected with the union.

Provision is made in 14 plants by which committee members receive their regular wage rates for time required on this work; similar provision is made in five plants for shop stewards.

Outside representatives of the union may take part in negotiations with the Company or in grievance procedure under the terms of agreements for 35 plants, affecting 5,148 workers.

Hardware and Tools

Of the 21 plants and 2,160 workers affected by agreements in this industry, just over half (12 plants with 1,165 workers) have agreements with unions affiliated with central organizations. The two unions holding most of the union agreements are the International Association of Machinists and the United Steel Workers of America.

In 13 agreements affecting 1,457 workers, the union is the bargaining agency for all employees eligible, while in two agreements with 209 workers, the union is the bargaining agency for its own members only. Foremen and certain other classes of employees are excluded from the provisions of the agreements in the majority of the plants.

Plant committees are recognized in 11 of the agreements, union grievance committees in eight and a union negotiating committee in one plant. Shop stewards are provided for in agreements for four plants. In nearly all cases where committees and shop stewards are mentioned there are special clauses directing that such officials receive their regular wage rates for the time required for these duties.

Seven agreements, with 639 workers affected, give the union the right to have their outside representatives participate in negotiations or grievance procedure.

Primary Iron Products

Nine plants engaged in the production of primary iron products, with 15,642 workers affected, are covered by collective agreements. The workers in all except one of these plants are represented by unions affiliated with international or national unions, the United Steel Workers of America holding the majority of the agreements which cover by far the greater number of workers affected.

The union is recognized as the bargaining agency only for its own members, in two agreements affecting 4,020 workers. In most of the others the union is stated to be the agency for all employees eligible. The employers recognize union plant committees in three plants, a union committee in one plant, grievance committees in four plants.

Shop stewards are not provided for. In one agreement, however, the grievance committee may appoint department representatives.

The Committee may appoint one or more representatives from each department of the plant but not more than one representative for each fifty employees covered by this agreement in a department. Two or more small departments may be grouped together and have the same representative. If any... employee have a complaint his representative will, at the employee's request, accompany him to discuss the complaint with his foreman in an endeavour to reach a settlement without referring it to the Grievance Committee.

In agreements for two plants reference is made to Committee members being paid for the time required during working hours for such work. Provision is made for calling in outside representatives of the union for negotiations or grievance procedure in agreements for three plants.

Sheet Metal Products

There are agreements for 16 plants, affecting 5,408 workers in this industry, of which 14 plants and 4,907 workers are under agreements in which the workers are represented by unions affiliated with central organizations. The union holding the largest number of agreements and covering the largest number of workers affected is the United Steel Workers of America. In one plant the employer agrees not to bargain with any other union during the life of the agreement. In one plant the union is recognized as the bargaining agency only for its own members, while in ten plants the union is stated to be the agent for all employees eligible. Foremen and certain other specified classes of employees are usually excluded.

Plant committees are recognized in two plants, union committees in five, union ne-

negotiating committees in two, and union grievance committees in eight. Union shop stewards are recognized in six agreements. Definite assurance that committeemen and shop stewards be paid for the time required for this work is given in several agreements. In nearly all of the plants, the union is permitted to call in its outside representatives for purposes of bargaining and for the settlement of disputes.

Shipbuilding

Thirty-eight shipyards are covered by agreements affecting 57,461 workers, all of whom are represented by unions affiliated with international or national unions. The shipbuilding industry is unlike the other groups in the iron and steel industry where, usually, one union signs an agreement with an employer covering all employees. In most of the shipyards a number of unions are involved, each representing its own trade or occupational group. In some cases all the unions concerned jointly sign a single agreement with one employer. In other cases (notably in shipyards in British Columbia) each union signs a separate agreement with the employer.

Among the American Federation of Labour and Trades and Labour Congress unions having agreements in this industry are: the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America; the International Association of Machinists; International Brotherhood of Electrical Workers; United Brotherhood of Carpenters and Joiners; United Association of Plumbers and Steamfitters, and others. Among the Canadian Congress of Labour unions are: the Boilermakers and Iron Shipbuilders Union of Canada; the Amalgamated Building Workers; the Dock and Shipyard Workers Union and others. Some shipyards, which have a number of agreements with separate trades or occupational groups, have signed with Canadian Congress of Labour unions for certain groups of employees and with Trades and Labour Congress unions for certain other groups.

Not all shipyards have agreements with a number of unions. In a few, all employees of the shipyards are represented by one union, such as the Industrial Union of Marine and Shipyard Workers (a C.C.L. Union), the Boilermakers and Iron Shipbuilders Union of Canada, the International Brotherhood of Boilermakers and Iron Shipbuilders and Helpers of America and others.

In two shipyards the union is recognized as long as it represents the majority of employees.

In seven shipyards the employer agrees not to bargain with any other unions. In one

shipyard this applies for the duration of the agreement. In one other shipyard the employer reserves the right to negotiate with other unions during the 60 days prior to the termination date of the agreement. In the other five shipyards the employer makes this undertaking only until such time as another union proves that it holds the majority of the employees.

The Company agrees that during the life of this agreement it will not recognize any bargaining agency other than..... (the union party to the agreement) unless and until some other organizations demonstrate to the satisfaction of the Department of Labour of Canada that it represents the majority of employees involved.

In most of the agreements the union (or unions) is recognized as the bargaining agency for all employees eligible. An exception to this is found in the agreement for one shipyard.

The Company recognizes the signatory unions as the collective bargaining agency for those employees of the Company who are at the date hereof or who from time to time hereafter shall become members of the unions and for all other employees of the Company who may from time to time desire to be represented by the unions for such purposes.

In eight shipyards foremen are specifically excluded from the terms of the agreement.

In agreements for a few shipyards, where a number of unions have agreements, the question of jurisdictional disputes is covered.

All jurisdictional disputes to be settled through the regular channels of the..... Metal Trades Council.

The recognition of a shop committee forms part of agreements for seven shipyards, in most of which the connection of this committee with the union is not indicated. In three other shipyards there is a union committee, in one a union negotiating committee. In 13 shipyards there are grievance committees, in nearly all cases appointed by the unions. In only two agreements is there a special provision guaranteeing that committee members be paid at their regular wage rates for the time required during working hours for committee work.

Shop stewards are recognized in agreements for ten shipyards, in three of which the stewards are definitely stated to be union stewards.

In agreements for 13 shipyards, the union reserves the right to call in outside officers or representatives to bargain with the Company.

Wire and Wire Products

Eleven plants and 3,694 workers are covered by agreements, of which eight plants and 1,510 workers are under agreements in which the

workers are represented by unions affiliated with international unions: the United Steel Workers of America, the International Union, United Automobile, Aircraft and Agricultural Implement Workers and the International Association of Machinists.

One agreement has a clause in which the employer undertakes that he will not bargain with any other union during the life of the agreement.

In the majority of the agreements, the union or workers' organization represents all employees eligible, while in three agreements the union represents its own members only. Foremen and certain other classes of employees are excluded from the terms of the agreement in the majority of the plants.

Union shop committees are recognized in three agreements, a union committee in one, a union negotiating committee in two and grievance committees in six plants, of which four are definitely union grievance committees. In six plants, covering the majority of workers under agreement, provision is made for committee members being paid for the time required for such committee work during working hours.

In five plants, covering 1,196 workers, the union may call its representatives to take part in negotiations with the Company or grievance procedure.

Miscellaneous Iron and Steel Products

In this subdivision are grouped a variety of products, such as automobile repair (garages), blacksmithing, firearms and guns, rolling stock, shells and bombs, tanks and universal carriers, structural steel, etc., in each of which only a small number of agreements are in effect, and these have been considered together for the purposes of this study. The total number of establishments under agreement is 27, affecting 28,513 workers. Of these, 23 establishments and 28,040 workers are under agreements in

which the workers are represented by unions affiliated with international or national unions. The unions concerned include the United Steel Workers of America, the International Union, United Automobile, Aircraft and Agricultural Implement Workers, the United Electrical, Radio and Machine Workers of America, Metal Trades Councils affiliated with the American Federation of Labour, and others.

In two agreements the union or workers' organization is recognized only as long as it continues to represent the majority of the employees. In three agreements the employers agree not to bargain with any other workers' organization for the duration of the agreement.

The union party to the agreement is recognized as the bargaining agency for all employees eligible, in 21 of the establishments, and for the members of the union only, in one establishment. Foremen, and usually certain other classes of employees, are excluded from the terms of the agreement in about half of the agreements in this group.

Shop committees, all but one of which are definitely union shop committees, are recognized in seven establishments.

A union committee is recognized in seven establishments, a union negotiating committee in four plants, grievance committees in eleven establishments, all but one of which is a union grievance committee.

Union shop stewards are recognized in seven establishments.

The guarantee that committee members be paid for the time required for their committee work is part of seven agreements, and similar provisions for shop stewards are made in six agreements.

By the terms of 16 agreements, covering 24,789 workers, the union has the right to call in its outside representatives for negotiations with the Company or in grievance procedure.

Agreements with No Requirements as to Union Membership, Maintenance of Membership, Union Shop and Closed Shop Agreements, The Check-off and Preference to Union Members *

The great majority of establishments under agreement in the Iron and Steel Manufacturing Industry operate under agreements with no requirements as to union membership. This fact is determined in most cases by the absence of any provision for greater union security, i.e., maintenance of membership, union shop or closed shop conditions. However, for 34 plants, covering 26,703 workers, it is specifically stated that employees are free to join or to refrain from joining any

union, and for 21 other plants, covering 8,146 workers, employees are free to join or refrain from joining the union party to the agreement. In 17 plants, affecting 5,053 workers, the employer undertakes to encourage union membership and to co-operate with the union to this end, although there is no obligation on employees to belong to the union.

In most of the agreements with no requirements as to union membership, as well as in the agreements providing for greater degrees of union security, the employer agrees that there shall be no discrimination or coercion

* See table on p. 1428.

against any employees because of their union membership or union activities. Clauses with this provision are part of agreements for 250 establishments, covering 206,147 workers. Similarly in agreements for 152 establishments, covering 116,110 workers, the unions agree that no coercion or intimidation will be exercised by them or any of their members against any employee because of his non-membership in the union.

Maintenance of union membership provisions, in which there is no requirement that any employees join the union, are found in agreements for 36 plants, covering 11,132 workers. Under these clauses employees who were union members at the time the agreement was made or who later join the union are obliged, as a condition of continued employment, to maintain their membership. In two of these plants, affecting 152 employees, those who were members at the time the agreement was made were given a short period during which they might withdraw from membership if they so wished.

Union shop provisions under which employees are required to become union members, as a condition of employment, are found in agreements for 34 plants, affecting 5,204 workers. Of these, the agreements for 25 plants, affecting 3,818 workers, require all employees, both present and those to be employed later, to become union members; while in agreements for 10 plants, affecting 1,386 workers, employees who were not union members at the time the agreement was made are exempt from the requirement of joining the union. In addition to the requirement that employees join the union, agreements for 29 plants affecting 3,326 workers with these union shop provisions definitely state that employees required to be union members must maintain their membership in good standing. In the six other agreements (1,878 workers), there is no mention of maintenance of membership.

Closed shop provisions, under which only union members may be employed, are found in agreements for eight plants, affecting 275 workers. In most of these the employer is only bound by this restriction if union members are available for employment.

To ensure that workers who are qualified will not be refused membership by a union, a few agreements provide that the union will accept such employees as members. The qualifications for membership are occasionally set forth in an agreement. In one agreement the maximum initiation fee for joining the union is stated.

The check-off, by which the employer agrees to deduct union dues and assessments from

the wages of all or certain employees and to turn these over to the union officers, is provided in agreements for 60 establishments, affecting 42,451 workers. This applies to all the employees in four union shop or closed shop establishments, covering 363 workers; to all union members employed in seven other establishments affecting 708 workers. The more usual method is the check-off only for those employees who sign an authorization for such deduction, and this provision is found in agreements for 49 establishments whose agreements affect 41,380 workers. In some of these, this authorization is effective for the duration of the agreement, while in the others it is effective until withdrawn by the employee concerned. The check-off may be for all union dues and assessments, for regular dues only, or for an amount specified in the agreement to be deducted regularly.

Preference to union members in hiring is provided in agreements for 15 establishments affecting 28,908 workers. One of these establishments with 243 workers has a union shop agreement, but in all other cases although the employer when hiring new employees is to give preference to union members, there is no obligation on any employees to join the union. In agreements for 159 establishments, affecting 110,388 workers, the employer expressly retains the right to hire any workers he chooses.

Preference to union officers, committeemen and stewards for continued employment when lay-offs are being made is provided in agreements for 63 plants, affecting 71,279 workers. Plant committeemen are to be given preference to work on day work under the terms of seven agreements, affecting 13,325 workers. Provision is found in one agreement that union members be given preference when promotions are being made.

Aircraft and Aircraft Parts

In this industry, there is an agreement for one plant affecting 2,161 workers, stipulating maintenance of union membership with no obligation on employees to join the union and an agreement for one other plant, with 1,006 workers, providing for union shop conditions. Agreements for all other plants in this industry have no requirements as to union membership.

A clause by which the Company agrees to exercise no discrimination against any employee because of his union membership or activities is part of agreements for 23 plants, affecting 64,657 workers.

No employee shall be discriminated against or jeopardized in seniority standing or suffer any loss of employment because of membership

or activity in the union, so long as he refrains from carrying on such activities during working hours.

The right of workers to refrain from joining the union or taking part in any of its activities is guaranteed in a similar undertaking on the part of the union, under the terms of agreements for 15 plants, covering 33,638 workers.

No member or employee of the local lodge shall exercise intimidation or undue pressure to persuade any employee of the Company to become a member of the local lodge or to participate in any of its activities. Should proof be established of such intimidation or undue pressure, the person exercising same, if an employee of the Company, shall be liable to discharge.

There are arrangements for the check-off of union dues in agreements for six plants, affecting 26,976 workers, in all of which the special authorization of each individual desiring it is required. In two of these it is specified that the check-off is for regular dues only. In one plant this authorization is for the duration of the agreement.

The Company agrees to deduct monthly, dues from the pay cheques of all employees who are members of the union, upon receiving instructions so to do from the individual employee. Such authorization once given, shall not be cancelled for the duration of the agreement.

All such deductions shall be made during a pay-week prior to the week ending the twenty-fifth (25th) day of that particular month.

Deductions of initiation fees of those who are now members of the union, may be made within 30 days from the date hereof.

Deductions of initiation fees of new employees, who are members of the union, shall be made from the first pay of each employee. The Company will promptly notify such employees of these conditions.

All sums deducted shall be remitted to the designated officer of the union not later than the twenty-fifth (25th) day of the calendar month in which deductions are made.

The Company and the union shall work out a mutually satisfactory arrangement by which the Company will furnish the designated officer of the union, a record of those for whom deductions have been made, monthly, together with the amount of such deductions.

In other plants with check-off arrangements, the authorization may be withdrawn at any time by the employee concerned.

These deductions shall continue until these instructions are cancelled in writing by the employee concerned.

Any employee wishing to cancel his/her instructions for the deduction for union dues shall give notice, in writing, stating his/her desire for deductions to stop. Such notice of cancellation must be delivered on or before the last pay-day of the month preceding the month in which the cancellation is to become effective.

Instructions and cancellation, as described in the foregoing, shall be made out by the employee on printed forms furnished by the Company, and delivered to the personnel office of the Company; the personnel office shall inform the chairman of the shop committee of all instructions and cancellations within seven (7) days of receipt thereof.

No preference is granted to union members in hiring, and in 11 plants covering 25,525 workers, the employers expressly retain exclusive rights to hire employees they wish.

When lay-offs are being made, preference for continued employment is assured for union officers, committeemen and/or stewards in agreements for 10 plants which cover 36,417 workers. Plant committeemen are given preference for day work in three plants.

Automobiles and Automobile Parts

One plant with 75 employees affected has a maintenance of membership clause, two plants affecting 219 workers have union shop provisions, but agreements for all other plants have no requirements as to union membership. In 15 plants, affecting 15,852 workers, employees are explicitly given the privilege of joining or not joining any union.

Employees of the Company are free to join any union or association of their choice, and are equally free not to join any union or association.

In two other plants, affecting 625 workers this privilege applies to the union party to the agreement rather than to any union.

Employees of the Company are free to join the union and are equally free to decide not to join the union.

In almost all agreements, both the employer and the union agree not to discriminate or use coercion against any employee because of his union membership or activities or his non-membership in the union.

There is one agreement for maintenance of membership without any obligation on employees to join the union, and two agreements for union shop conditions applying to new employees only. One of these two union shop agreements includes a maintenance of membership clause as well.

As a condition of employment, all employees covered by this agreement who are at this time members of the union shall remain members in good standing, and all new employees hired after the date hereof shall become and remain members in good standing with the union not later than thirty (30) days from hiring date.

The other union shop agreement (also applying to new employees only) does not mention maintenance of membership.

The Company agrees that all employees engaged after the date of this agreement shall become members of the union immediately upon completing one month's service with the Company, but nothing herein contained shall be taken to mean that present employees who are not now members of the union shall be compelled to become members of the union.

One agreement limits the initiation fees.

The union agrees that the dues payable by any member shall not exceed the sum of one dollar (\$1.00) in any one month nor shall any initiation fee be charged to or be payable by any member or prospective member of the union in excess of the sum of (\$3.00).

The check-off is not provided in any agreement in this industry, although it is reported that it is used in one plant for employees who so authorize it.

There is no preferential hiring provided in any of the agreements, and in almost all agreements the employer retains the exclusive right to hire as he wishes.

Preference for continued employment for union officers, committeemen or stewards when lay-offs are being made is provided in agreements for 16 plants affecting 8,873 workers.

It is agreed that members of the plant committee and stewards of the union shall be accorded a preferred seniority status, insofar as layoffs are concerned, subject to provisions hereinafter stated.

The right to designate who shall have such preferred seniority status shall be vested in the union, provided that the list at all times shall include only employees in office. Whenever the union desires to substitute another person having preferred seniority, it shall notify the Company in writing, and thereafter the person whose preferred seniority has ceased, shall resume his regular seniority. In no case shall the Company be under obligation to assign work because of preferred seniority status, to a person who is not capable of doing the work available.

*Boilers, Engines, Machinery**

Thirteen shops, affecting 1,101 workers, have agreements with maintenance of membership clauses; nine shops, affecting 504 workers, have union shop provisions, and five shops, affecting 175 workers have a closed shop agreement. All other agreements in this industry have no requirements as to union membership. In agreements for 17 plants, affecting 4,013 employees, it is definitely stated that employees are free to join or refrain from joining the union party to the agreement, or, in some cases, any union. In agreements affecting the majority of the workers under agreement both the employers and the union agree that they will not discriminate nor use coercion against any employee because of his union membership, union activities or his non-membership. Under five agreements, affecting 350 workers, where there are maintenance of membership clauses with no obligation on the employees to join the union, the employers agree to encourage union membership.

The Company agrees to recommend to all employees that they join one of the aforementioned unions.

Maintenance of membership clauses involving no obligation on employees to join the union are included in agreements for 13 plants, affecting 1,101 workers. For all but one of these plants all workers who were union

members at the time the agreement was made, as well as any who join later, are obliged to maintain their membership.

The Company agrees that any person employed who at the date of this agreement was a member of the union in good standing, or who has become a member of the union since that date shall, as a condition of continued employment, maintain membership in good standing; and any employee who hereafter during the life of this agreement becomes a member or is reinstated as a member of the union shall as a condition of continued employment maintain membership in good standing.

An exception among the agreements with the maintenance of membership provision is one which provides an "escape period", that is a short period after the signing of the agreement during which union members may withdraw their membership.

Every present employee who is a member of the union shall be given a period of fifteen days from the date upon which the agreement is posted as hereinafter provided, within which to elect in writing to be filed with the Company, and the union committee, either to remain a union member, or to withdraw from the union. If he elects to retain his membership in the union then the continuance of his membership during the life of the agreement shall be a condition precedent to his retaining his employment with the Company.

The following qualification added to a maintenance of membership clause, is found in one agreement:

.....provided however that at any time any group of two or more employees who are members of the union may resign from the union without thereby prejudicing their employment with the Company, when such resignations would reduce the number of union employees to fifty per cent or less of the total number of employees eligible for union membership.

Union shop conditions are provided by agreements for nine plants affecting 504 workers. Of these, three agreements stipulate that only new employees are obligated to join the union, while the others include present as well as new employees.

Closed shop conditions are laid down as part of the agreements for five shops, affecting 175 workers.

The Company agrees to employ only members in good standing of the.....The local union will at all times assist the Company to secure competent mechanics.

The check-off is used under the terms of agreements for 14 plants affecting 3,295 workers. In all but one plant it applies to those employees who sign an authorization, and in most cases this authorization is in effect for the duration of the agreement, although in three plants the employees may withdraw such authorization at any time. In one small plant the check-off is to apply to all union members if the majority vote for it. In five

* Farm machinery is in a separate group noted below.

plants the check-off is for regular dues only, and in four plants it is not to exceed a specified amount in any one period.

Preferential hiring is assured union members in agreements for two plants, affecting 327 workers.

The Company.....agrees that when hiring new employees, preference shall be given, firstly, to union members, if available, and secondly to residents of the immediate vicinity. The foreman of the department concerned will decide the qualifications of men of ability when hiring new employees.

In about half of the agreements it is definitely stated that the employer has exclusive rights as to hiring.

In agreements for 14 plants, affecting 3,955 workers, union officers, committeemen and/or stewards are to be given preference over other employees in case of lay-offs. In one plant, committeemen have preference over other employees for day work.

Farm Equipment

All agreements in this subdivision have no requirements as to union membership. In one, there is a special clause guaranteeing to employees the right to join or refrain from joining the union party to the agreement. Eight of the ten plants are covered by agreements in which the employer gives assurance that employees will not be discriminated against because of their union membership or activities. In three plants the union gives a similar undertaking in regard to employees who are not union members.

None of the agreements provides for the check-off, nor for preferential hiring, and in eight plants the employer definitely retains all rights as to hiring. In five plants covering 8,606 workers, preference is to be given to union officers, committeemen and/or stewards when lay-offs are being made.

Committeemen are also given preference for day work, under agreements for three plants.

The Company will give preference of choice of shifts to the members of the union's executive board not to exceed ten in number and to plant committeemen. In cases of necessity or emergency such employees may be temporarily transferred to any shift with the consent of the plant committee which is not to be unreasonably withheld.

Foundry Products

Of the 67 plants and 12,049 workers covered by agreements in this industry, 11 plants with 1,095 workers are under agreements for maintenance of union membership, six plants with 957 workers under union shop agreements and one plant with 40 workers under a closed shop agreement. All other agreements have no requirements as to union membership.

In one foundry with 48 workers, employees are definitely stated to be free to join or to refrain from joining any union, while in three other plants with 581 workers this privilege is stated to concern the union party to the agreement. A provision whereby the employer agrees not to discriminate against employees because of union membership or activities is found in agreements for 48 plants affecting 6,600 workers. A similar provision whereby the union agrees not to coerce employees into membership is found in agreements for 28 plants, affecting 4,389 workers. In eight agreements covering 898 workers, the employer agrees to encourage employees to join the union.

None of the agreements for 11 foundries with maintenance of membership clauses has provision for an "escape period" during which union members may withdraw from membership.

Of the agreements for six foundries providing for union shop, one obliges only the new employees to join the union. The other five provide that all present and new employees must join the union and maintain their employment.

The Company . . . agrees that all moulders, coremakers and other foundry workers in the employ of the Company shall be required to become members of and maintain membership in the said union as a condition of their employment.

One foundry has a closed shop agreement.

Only members of this organization will be employed, and in the event of the union being unable to supply men, no man who is unfair to this organization will be employed.

The check-off is included in agreements for 14 plants, with 2,572 workers affected. In two foundries the check-off is automatic, that is it applies to all employees covered by the agreement.

In two other plants, it applies to all union members.

The Company shall deduct monthly from the wages of each member of the union the sum of one dollar (\$1.00) being the monthly union membership dues and shall forthwith pay the aggregate sum thus collected to the treasurer of the union without any deductions therefrom whatsoever. The union shall from time to time certify to the Company its membership in good standing liable to payment of the aforesaid union dues and deductions shall be made with respect to each member of the union thus certified as a member thereof. The aforesaid certification shall be adequate and sufficient warrant and authority for the Company to deduct monthly as aforesaid, the said union dues. Provided, however, that the Company shall, on receipt of notification in writing signed by a member of the union, declaring that he is no longer a member thereof and requesting that the aforesaid monthly deduction for dues be discontinued, forthwith after the expiration of thirty (30) days cease to

effect such deduction and shall remove the name of such member from the membership list certified as aforesaid. The Company shall, within forty-eight (48) hours of receipt of such notice, advise the secretary of the union in writing . . .

In ten plants the check-off is for those employees who sign an authorization for it, in eight of which, once authorized it continues for that employee for the duration of the agreement, while in the other two the employee may withdraw his authorization at any time. In 13 plants the check-off is limited to union dues or to a specified amount per month.

Preferential hiring is provided in agreements for two foundries, affecting 561 workers, in both of which the employer undertakes to apply to the union when seeking new employees, although there is no obligation on any employee to join the union. In agreements for 27 foundries the employer is definitely stated to have exclusive rights as to hiring.

When lay-offs are being made, preference for continued employment is granted to union officers, committeemen and/or stewards, in five foundries.

Preference to union members in promotions is provided in the agreement for one foundry.

It is understood and agreed that where vacancies occur for leading hands, charge hands, foreman or assistant foreman, or other employees exercising supervisory duties, that preference will be given members of the union providing they possess necessary qualifications, in the judgment of the management.

Hardware and Tools

In this group, one agreement has a maintenance of membership provision, two have union shop provisions, one a closed shop provision, affecting in all four only 248 workers. All other agreements have no requirements as to union membership. Under three of the agreements employees are specifically given the right to join or refrain from joining the union party to the agreement in one case and any unions in the other two. The "no discrimination" clause guaranteeing employees freedom to be or not to be union members or to join in union activities is included in 15 agreements in so far as the employers' undertaking is concerned and in seven agreements in so far as the unions undertaking is concerned.

The agreement for maintenance of membership gives employees who were union members at the time the agreement was made an "escape period" in which they might withdraw from membership.

Both of the union shop agreements oblige both present and new employees to become union members but only one of them states

explicitly that they must all maintain this membership.

The closed shop agreement is one in which the workers are represented by an organization without any outside affiliations.

The Company agrees to employ only those who are, or are willing to become a member of this organization—conscientious objectors excepted.

The check-off is provided in agreements for six plants, affecting 403 workers. In the case of two plants it automatically applies to all employees.

The Company agrees to deduct from the earnings of all employees covered by this agreement the sum of one dollar (\$1.00) per month for union dues and forward total amount deducted to the acting secretary of the union.

In one other plant it applies to all union members, while in the remaining plants it applies only to those employees who sign an authorization. This authorization is effective for the duration of the agreement in one plant, and until withdrawn by the employees in the other two plants. In two plants the check-off is for regular union dues only, while in the four others the amount to be deducted is specified.

There is no preferential hiring, but agreements for two plants grant preference to union officers, committeemen and/or stewards for continued employment in case of lay-offs. The employer retains exclusive rights as to hiring, in agreements for 12 plants.

Primary Iron Products

All agreements on file for this subdivision have no requirements as to union membership. Of the nine plants under agreement, employers at eight plants agree not to discriminate against employees because of their union membership or activities, and in seven of these the union makes a similar promise with regard to any employee's non-membership.

The check-off is provided in agreements for three plants, affecting 5,234 workers. In all three it is applicable only to employees who sign an authorization, which in all cases may be withdrawn by the employee at any time.

There is no preferential hiring or preference to union officers in lay-offs provided in any of the agreements for this industry, and in five plants the Company expressly retains exclusive rights to hire the workers it wishes.

Sheet Metal Products

In agreements for four plants, affecting 2,304 workers, maintenance of union membership is provided, and in one plant with 78 workers there are union shop conditions. All other

agreements in this subdivision have no requirements as to union membership. One agreement definitely states that employees are free to join or refrain from joining any union, while in two others this right applies to the union which is a party to the agreement. In every agreement, the employer promises not to discriminate against any employee because of his union membership or activities, and in nine of these the union makes a similar promise with regard to any employee's non-membership in the union.

In the maintenance of membership clauses there is no "escape period" during which employees may withdraw their membership. The one union shop agreement in this group applies to all employees present and new, all of whom must become and remain union members.

The check-off is provided in agreements for six plants, affecting 3,073 workers. In one of these the check-off is applied to all union members; in four plants it applies to those employees who sign authorization which is effective for the duration of the agreement, while in one other plant it is also effective only by authorization, but in this case the employee may withdraw his authorization. The check-off is restricted to regular union dues only for two plants, and to a certain specified amount per week in four other plants.

There is no preferential hiring mentioned in any of the agreements, and in eleven plants the employer definitely retains exclusive rights as to hiring.

The union acknowledges that it is the function of the Company to hire, promote, demote, transfer and suspend employees, subject to the terms of this agreement.

In case of lay-offs, preference as to continued employment is guaranteed to union officers, committeemen and/or stewards, in agreements for three plants, affecting 1,245 workers.

Shipbuilding

Maintenance of membership clauses are found in agreements for three shipyards involving 3,399 workers. Union shop agreements are in effect in nine small shipyards, affecting 2,191 employees. Agreements for all other shipyards have no requirements as to union membership.

In agreements for 23 shipyards, affecting 50,072 workers the employers agree not to discriminate against any employees because of their membership or activities in the union, and in seven shipyards the union makes a similar undertaking in case of any employees' non-membership in the union. In two shipyards the employers agree to actively encourage employees to become union members.

In those agreements which have maintenance of membership clauses there is no "escape period" in which employees already members have an opportunity to withdraw from the union.

In the union shop agreements, this provision applies in two agreements only to new employees, and there is no mention of maintenance of this membership; and the others apply to both present and new employees, in all of which membership must be maintained.

Two of the agreements protect employees who wish to join the union from any undue hardship.

No employee shall be subjected to any penalties against his application for membership or reinstatement except as may be provided for in the constitution and by-laws of the union.

The check-off is provided in agreements in five of the smaller shipyards, involving only 561 workers. In all cases the authorization of the employees concerned is required, and in one of these shipyards the employees are privileged to withdraw their authorization at any time. In one shipyard the amount of the check-off is specified.

Preferential hiring is provided in agreements for some or all the trades in nine shipyards. In some of these, the shipyards have agreements with each trade separately and the clauses with regard to preferential hiring are different for different trades in the same shipyard. In agreements for some of the trades in three shipyards, the employer apparently is to hire new employees through the union.

Members of this organization will be given employment preference, and in the event of the union being unable to supply men, the employer is free to hire whom he sees fit at the same scale of wages as set forth in this agreement.

Preference in hiring to union members without any mention of new employees being hired directly through the union is provided for in agreements for some of the trades in seven shipyards and for all trades in an additional shipyard.

There is no mention in any of the shipyard agreements of any preference to union officials in case of lay-offs.

Wire and Wire Products

One plant in this group, affecting 120 workers, is under a union shop agreement in so far as new employees are concerned, and in this plant all employees who are members and all new employees must maintain their membership. All other agreements have no requirements as to union membership. Three plants are under agreements in which the employees are guaranteed the right to join or refrain from joining any union. Under agreements for ten plants, affecting 3,574 workers, employers affirm that they will

exercise no discrimination against employees because of their union membership or activities, while for seven plants, with 1,815 workers, the union gives this same promise in regard to employees who are not union members. For one plant the employer binds itself to encourage employees to become union members.

There are no check-off arrangements in any of the agreements, nor any mention of preferential hiring. In five of the agreements the employer definitely retains exclusive rights as to hiring. In two plants, affecting 334 workers, union officers, committeemen and/or stewards have preference as to continued employment when lay-offs are being made.

Miscellaneous Iron and Steel Products

A maintenance of membership clause is part of two agreements, affecting 873 workers; three other plants, affecting 38 employees have union shop agreements, of which one refers to new employees only. One shop with 27 employees has a closed shop agreement. All other agreements have no requirements as to union membership. In one large plant, employees are free to join or refrain from joining any union; while in another plant this privilege applies to the union party to the agreement. Under agreements for 24 plants, affecting 22,378 workers, the employer agrees that workers will not be discriminated against because of their membership or activities in the union. In 17 plants, affecting 17,923 workers, the union gives the same undertaking concerning employees who are not union members.

In the two agreements with maintenance of membership provisions there are no "escape periods" for employees who were members at

the time the agreements were made. Of the three union shop agreements, one, covering 11 employees, obliges only new employees to join, while the other two, together affecting 27 employees, require all employees, present and new, to be union members and to maintain their membership. The one closed shop agreement, affecting 27 employees, binds the employer to employ only union members if they are available and all employees must be union members.

One agreement provides that the union accept any employee as a member.

... any non-union men so employed will not be refused admission to the union.

Another agreement provides that the union must accept any qualified employee as a member.

The syndicate agrees to admit to its membership every and any employee of....., without any distinction, on the condition that said employee conforms to the constitution and regulations of the syndicate, which at all times must be in accord with provincial labour rulings.

Arrangements for the check-off are made by agreements for five plants, affecting 226 workers. In two of these it applies to all union members; in the other three to those employees who sign authorizations, which are effective in one plant for the duration of the agreement, and in the other plants until withdrawn by the employees. For two plants, the maximum amount of the check-off is stated.

There is no arrangement for preferential hiring in any of the agreements, and in the majority, the employers explicitly retain all rights as to hiring. In six plants, preference in continued employment when lay-offs are being made is guaranteed to union officials, committeemen and/or stewards.

Union Activities, Consultation Between Employers and Unions, Union Label

The right of employees to engage in union activities is to some extent implied by the recognition of a union when an agreement is signed. This is strengthened by the provision, found in 250 agreements affecting 206,147 workers, whereby the employer gives assurance that he will not discriminate against any employee because of his union membership or activities. The extent to which this provision occurs in each subdivision of the industry is noted above under the section beginning on page 1434.

Although the great majority of employers who have signed agreements in this industry guarantee the right of employees to engage in union activities, there is usually some restriction on these activities to prevent their interfering with the work of the plant. Under

many agreements, plant committeemen and stewards are allowed to take the required time for this work without loss in pay during regular working hours. These same employees are to be retained in employment as long as possible when lay-offs are being made, under the terms of many agreements. The two points are covered above under the section on "Recognition of Unions", etc. Other union activities, however, such as the collection of union dues, etc. during working hours are definitely prohibited under the terms of agreements for 123 plants, affecting 128,122 workers. In agreements for 65 plants, affecting 40,032 workers, the union is not permitted to conduct its activities on the employer's premises except, in some cases, when specially authorized by the employer to do so.

The right of the union to use certain designated bulletin boards in the plant for the posting of notices of union meetings and other matters of interest to the union is provided for in agreements for 169 plants affecting 129,778 workers. In many of these agreements all notices before being posted must have the approval of the management.

It is of assistance to the union in carrying on its activities successfully if members are entitled to leave of absence from their work to act as delegates to conventions and, if appointed to a full time office in the union, to be able to accept it for a year or more and then be guaranteed their jobs with the company without loss of seniority, or at least be assured of preference in rehiring if no suitable openings are available when they wish to return to work. Provision for privileges such as these is made in agreements for 98 plants, affecting 134,895 workers.

By the recognition of various types of union committees and of stewards, as noted above under "Recognition and Application", the employer accepts the obligation of consulting with representatives of the union on matters of mutual interest, particularly on any grievances that may arise over the application of the agreement. In addition to this, under some agreements the employers bind themselves to consult the union representatives before making certain important decisions directly affecting the employees. In agreements for 47 plants affecting 65,176 workers, employers agree to consult the union before making lay-offs in the plant; for five plants union representatives are to be consulted when employees are being rehired after lay-offs; in three plants before new plant rules are made; in 46 plants before any change in working conditions or classifications of jobs are decided upon; in one plant before a woman is given a man's job; and in six plants before the company refers any proposed wages or hours changes to the Regional or National War Labour Board.

Unions sometimes grant to employers who comply with union conditions the use of the union label on their products, to indicate that such products have been manufactured under wage rates and working conditions approved by the union. The use of the union label is uncommon in the iron and steel manufacturing industry. Only two small plants under agreement in this industry have provision for this privilege.

Aircraft and Aircraft Parts

Union activities are prohibited during working hours under the terms of agreements for

19 plants. This is usually a qualification of the "no discrimination" clause.

No employee shall be discriminated against or jeopardized in seniority standing, or suffer any loss of employment because of membership or activity in the local lodge, so long as such activities are not carried on during working hours, except as specifically permitted in this agreement.

Union activities are prohibited on employers' premises under three agreements.

Bulletin boards for use of the union are provided for in 18 plants, in almost all of which notices to be posted must first have the approval of the management.

The Company shall provide a reasonable number of bulletin boards, the number and location to be agreed upon by the union plant committee and management, for the use of the union. All such notices must be approved and countersigned by the chairman of the union plant committee. Also that the use of these boards shall be restricted to the posting thereon of only such notices as have received the approval of the management prior to the posting thereof, and that the subject matter of all such notices shall be restricted to notices pertaining to recreational or social activities, notices of meetings or notices of results of elections. Provided further, that no notices shall be posted by the committee on any such board, containing advertising or political matters.

Provision for the granting of leave of absence to employees to attend union conventions and/or to accept full time office for a longer period with the union is made in agreements for 20 of the plants.

Any delegates of the local lodge, not exceeding three (3) in number, shall be given leave of absence without pay, for the transaction of union business.

Any employee elected as a full-time official to perform union duties outside the plant shall be considered as on leave of absence. Upon the expiration of his/her term of office, he/she shall be re-employed at a rate not lower than that which he/she was receiving prior to his/her leave of absence, and seniority shall accumulate throughout his/her leave of absence.

In agreements for 13 of the plants, the employers undertake to consult the union when lay-offs are being made.

The Company shall give the local lodge reasonable notice of any lay-off due to lack of work and shall discuss with the local lodge the measures to be taken to effect it.

In other cases, lay-offs are to be made in accordance with seniority ratings but the Company will discuss special cases with the union.

The Company agrees to discuss with the shop committee any case of hardship or alleged injustice arising out of any lay-off . . .

In one agreement the union also is to have a part in rehiring arrangements.

There shall be a committee consisting of two representatives from the Company and two

representatives from the association (elected by ballot of all members) who shall supervise the laying-off and rehiring of the employees according to the seniority clause.

In two plants the employer is to consult the union before making changes in working conditions or rates.

Automobiles and Automobile Parts

Union activities are prohibited during working hours in 21 agreements, except such activities as are specially provided for in the agreement.

All but one of these agreements also prohibit union activities on the companies' premises, except as provided in the agreement.

The union, its members and/or its agents shall not, on Company time or premises, conduct, or attempt to conduct, union activities, except as herein expressly provided.

Bulletin boards are provided for in agreements for 16 plants and the provision for leaves of absence for employees to attend to union business is part of 12 agreements.

Special clauses in which the employers undertake to consult the union on certain points are as follows: in three plants when lay-offs are to be made; in one plant, before posting new plant rules; in one plant before changes in conditions are made; in one plant before placing a woman in a man's job, and in five plants, before reference is made to the Regional or National War Labour Board. An example of the last clause is as follows:

During the time existing legislation remains in force concerning wages, bonuses, etc., the management and the union agree that before either make application regarding same to the Regional or National War Labour Board, the matter will be discussed between the parties.

An example of consultation when putting a woman in a man's job is:

The Company's present policy is not to employ female workers in manufacturing operations in its present plant. If employment of such female workers is considered necessary or desirable by the Company, this subject will be discussed beforehand between the parties.

*Boilers, Engines, Machinery**

In this industry group, union activities are prohibited on Company time, by agreements for 22 plants, and on the Company's premises in six plants. Bulletin boards for the use of the union are mentioned in agreements for 39 plants. Leave of absence for employees wishing to attend to union business is provided in 16 plants.

The employer agrees to consult the union: in five plants, when lay-offs are to be made; in one plant, before posting new plant rules; in eight plants before making changes in working conditions; and in one plant before reference is made to the Regional or National War Labour Board.

A provision for the use of the union label is made in the agreement for one plant.

Farm Equipment

Union activities on Company time are forbidden by the terms of agreements for six plants, and on Company premises in one plant. Bulletin boards for the use of the union are provided by agreements for seven plants. In six plants leave of absence for union business is assured to employees who wish this.

The union is to be consulted by the employer when lay-offs are to be made, under agreements for three plants, and when rehiring after lay-offs, in the case of two plants.

Foundry Products

By agreements for 19 plants, union activities are forbidden on Company time, and in 13 plants, on Company premises. Bulletin boards are provided in 23 plants, and leave of absence granted to employees wishing it for union business, in 14 plants.

The Company agrees to consult the union in making lay-offs, in the case of agreements for nine plants, and when rehiring after lay-offs, in the case of two plants.

In agreements for 22 plants, the employer is to consult the union before making changes in wage schedules or working conditions.

In the event. . . of any major change of established hours or days of shifts, the management will consult and confer with the association executive and give serious consideration to the suggestions and requests of the association before making any such change.

Hardware and Tools

The union agrees that it will not conduct activities during working hours except as permitted, under the terms of agreements for nine plants, while in eight plants a similar undertaking is made with regard to union activities on the employers' premises except as permitted. There is provision for bulletin boards for the union, in ten plants. Leave of absence for union business is to be granted employees of five plants who wish it.

The employers agree to consult the union before making lay-offs, under the terms of agreements for three plants. In two plants the union is to be consulted before any changes are made in working conditions. .

* See also Farm Equipment.

Primary Iron Products

Agreements for four plants prohibit union activities during working hours, except as permitted; for three plants union activities are prohibited on the employers' premises except as permitted. Bulletin boards are provided for the use of the union under agreements for four plants. Leave of absence for employees who wish it for union business is to be granted, under the terms of agreements for three plants. There are no clauses in the agreements for this industry in which the employer promises to consult the union about changes.

Sheet Metal Products

Under agreements for seven establishments, the union members agree not to engage in union activities during working hours except as specially provided for. Union activities are prohibited on the employers' premises in agreements for two establishments. Bulletin boards are to be available for the use of the union, under agreements for ten plants. Leave of absence for employees for union business is stipulated in agreements for four plants.

The employers agree to consult the union when lay-offs are to be made, under agreements for three plants, and to consult the union before making any changes in working conditions, etc., in the case of four plants.

For one plant, with a union shop agreement, the employer is given the use of the union label.

The Company recognizes the union as the sole bargaining agency for the employees of the Company, and agrees that all employees covered by this agreement shall be required to become members of the union within 30 days of the date of their hiring.

Any member of the union being reported by the committee as not in good standing shall automatically be laid off until the committee reports his reinstatement in good standing in respect of payment of dues.

In consideration hereof the union agrees to authorize the use of its union label on any or all products sold by the Company during the term of this agreement.

Shipbuilding

In agreements for six shipyards, union activities are prohibited during working hours, and in one shipyard they are prohibited on the employers' premises. In 16 shipyards the union is granted the use of bulletin boards for

notices which have been approved by the management.

The employers agree to consult the union when making lay-offs, under agreements for four shipyards, while in three shipyards, the union is to be consulted before changes are made in working conditions, etc.

Wire and Wire Products

Agreements for five establishments prohibit union activities during working hours, except as provided for in the agreement; while those for two establishments prohibit such activities on the employers' premises except as provided for. Bulletin boards for the use of the union for the posting of notices approved by the management are mentioned in six agreements. Leave of absence for employees for union business is guaranteed under agreements for two establishments.

The employer agrees to consult the union when lay-offs are being made, in the case of two plants, and when changes in working conditions are contemplated, in the case of one establishment.

Miscellaneous Iron and Steel Products

Union activities are prohibited during working hours unless especially provided for, under the terms of agreements for five plants; they are similarly prohibited on the employers' premises, in six establishments. In 20 plants, bulletin boards for approved notices are called for by the terms of the agreements. Employees who wish to take leave of absence from the work to attend union business are given this right in agreements for ten establishments.

The employers agree to consult the union when lay-offs are to be made, under the terms of the agreements for two plants. The union is to be consulted when changes in working conditions are to be made, under agreements for four plants.

NOTE.—Order in Council P.C. 1003 (Wartime Labour Relations Regulations), February 17, 1944, includes sections setting forth the rights of employees and employers, conditions of certification of bargaining representatives and procedure in negotiation of collective agreements. (See LABOUR GAZETTE, February, 1944, pp. 135-143.)

High Employment in the Reconversion Period

THE International Labour Office has issued a report entitled *The Maintenance of High Levels of Employment During the Period of Industrial Rehabilitation and Reconversion* prepared for submission to the Paris Conference.

The report contains a draft resolution which the representatives of Governments, workers and employers of the countries attending the Conference will be asked to approve.

Full employment, according to the report, means that "at any time there are as many jobs as there are people seeking them. It means that no individual workers will be out of a job more than three or four months as a consequence of structural changes. It means that wage rates are not cut to levels that constitute exploitation of workers, and that hours of work are not reduced so much as to make earnings inadequate. It means that casual and seasonal workers who want to work between jobs in their special fields can do so, but only for wages commensurate with their efficiency in other types of employment."

The report adds that full employment should not be considered as an end in itself, but rather as a prerequisite for attaining the highest possible standard of living. This would entail that resources be used with maximum efficiency. The report points to the need of governments being prepared with measures to control inflation, and stresses that a full employment policy should not diminish the degree of political, social and economic freedom.

The nature of employment problems will vary from country to country, the report points out. European countries are faced with "an over-all shortage of everything that is needed to produce and to distribute the goods and services so urgently required for mere existence. Productive capacity has been tremendously built up in some parts of the world and destroyed in others. Shortages in certain directions exist alongside of surpluses in others. There have been vast changes in the structure of industry, both nationally and internationally, and in world channels of trade and distribution. Temporary factors are combining to create a period of shortages; more permanent factors are pressing towards a period of abundance".

The draft resolution while noting with satisfaction the declarations and agreements that have so far been made by the nations on the subject of full employment and high

standards of living as long-range objectives, is itself concerned with the short-term problems of the reconversion period.

Controls

It calls first of all for measures to eliminate shortages. These include:

(1) Retention of controls (such as rationing and licensing in the case of consumer goods, and allocation by priorities in the case of capital goods, accompanied by price control) as long as shortages prevail, and the relaxation of controls as the supply increases.

(2) The adoption of measures to facilitate the flow of credit to new, efficient enterprises.

(3) A sharing by public authorities of the risk of enterprise by direct investment or otherwise in types of development such, as housing which are of special importance from the social point of view.

(4) An educational campaign should be undertaken to persuade consumers to refrain from using their increased purchasing power in such a way as to force up prices.

Taxation Policy

The resolution advocates that taxation policy should take account of its effect on employment, as follows:—

(1) Governments should consider the desirability of reducing gradually those wartime taxes which weigh most heavily on investment, and, if necessary, of making such adaptations in the tax system as will stimulate investment.

(2) The timing of changes in taxes which act as a brake on consumption should be determined by the importance of retaining such a brake as long as shortages of consumption goods and services prevail and of reducing such taxes gradually as the supply of such goods and services increases, this reduction applying in the first instance to indirect taxes and taxes on lower incomes.

International Co-operation

The resolution urges, as another means of preventing unemployment, that arrangements should be made to permit countries with shortages to import the sources of power, raw materials and the materials necessary to restore industry, as well as the consumption

goods necessary to give workers a minimum standard of living.

These arrangements, the resolution adds, should include:—

(1) The granting of priorities by countries with exportable supplies in order to make available a reasonable proportion of these supplies to the devastated countries.

(2) Measures to provide such supplies, without direct payment, to the countries in greatest need and without the foreign exchange necessary to pay for them.

(3) The provision of short-term and medium-term credits through commercial channels or by intergovernmental agreements.

(4) Long-term loans at low interest to the importing countries, these loans to be made

directly by countries able to provide them, or through the International Bank for Reconstruction and Development.

To prevent unemployment in agricultural and raw-material producing countries, another section of the resolution urges that arrangements be made to meet the import requirements of these countries, to grant them long-term loans, to give them technical assistance in developing their industries, and to terminate war contracts for raw materials in such a way as to cushion the effects of the termination.

Finally, the resolution recommends that industrial reconstruction plans take into account the war-born changes in the structure and location of industry in such a way as to prevent the development of local pockets of unemployment.

Health-Benefit Programs Under Collective Bargaining

A DESCRIPTION of some of the more representative health-benefit plans recently established by employer-union contracts, was published in the August issue of the United States *Monthly Labour Review*, based upon agreements negotiated by unions in various industries, covering 600,000 workers. The report states that while health-benefit programs have been maintained by a number of companies under their own administration, organized labour has never wholly endorsed them, and during recent years, increasing numbers of unions are endeavouring to have health-benefit programs included in their collective bargaining contracts.

The methods of administering these plans fall into three categories: (1) those administered by the union alone; (2) those administered by the union and employer; (3) those administered by a private insurance company, which assumes responsibility for benefit payments. However, the union and employer frequently share in the administration of the latter through joint committees. The number of workers included in this report are evenly divided into the three types; with somewhat less than a third falling under those administered solely by the union.

In the majority of the health-benefit programs the financing is carried on entirely by the employer. All union administered programs, almost all jointly administered programs, and more than half of those administered by insurance companies, are financed in this way. In most cases this is done by the employer contributing a specific percentage of his payroll (usually 2 or 3 per cent) to meet his contractual obligations.

Health-benefit plans under union agreements generally contain weekly cash benefits during illness and disability caused by non-occupational accidents, hospital and surgical expenses, and in some instances, payment of doctor bills. Dental care and preventive medicine are not usually included in the agreement. With important exceptions most plans contain the following:—

(1) Weekly disability benefits ranging from 50 to 60 per cent of regular earnings, or of stipulated amounts from \$10.50 to \$20 per week;

(2) Maximum time allowance for benefits running from 13 to 26 weeks (6 weeks in case of pregnancy) for any one continuous disability, although several plans contain coverage for a year;

(3) Payment of benefits starting in the eighth day of disability in illness and first day in accidents;

(4) Payment of hospital costs ranging from \$4 to \$5 per day for 31 days, and 12 to 14 days in maternity cases;

(5) Surgical benefits of from \$100 to \$175, depending on the schedule for surgical allowances drawn up in the agreement for different types of operations.

Many programs provide hospital service through the Blue Cross Associated Hospital service in place of fixed daily payments.

Eligibility requirements usually exclude disability through occupational accidents covered by workmen's compensation, and disability incurred during temporary employment. Plans underwritten by private insurance companies frequently contain a definite period of time,

ranging from one to six months, as a condition of permanent employment under which health-benefit payments can be made. The question of temporary lay-offs, slack seasons and leaves of absence, the report states, is usually subject to protracted negotiation, in formulating benefit payments. Generally, there is no designation of the length of time coverage continues under a lay-off although, under union-administered plans, employees do receive coverage in slack seasons and lay-offs, in practice.

Many programs contain privileges for conversion, upon cessation of employment, for transfer to individual insurance policies, or an individual hospitalization plan.

A surplus usually results in increased benefits, or decreased employee contribution under union-administered or joint programs. Several group-insurance plans provide for dividend payments to the company and for proportionate union shares being utilized for reducing employee contributions, if they are contracted to do so under the agreement. Upon liquidation of the program, in the main, money on hand is proportionately distributed between union and employer.

Clauses in the contract delegating power of enforcement, run from providing specific penalties in the event of default in payment of premiums to provision for calling a strike,

on the part of the union, if the employer fails to live up to his health-plan obligations.

However, in the light of present and future government legislation in health insurance, many agreements carry provision for voiding the contract or reducing costs to the employer, when such legislation has a tendency to parallel or overlap benefits, resulting in duplication of costs.

Under the union-administered scheme the financing is entirely in the hands of the employer, with the administration completely under the jurisdiction of the union. Jointly administered plans fall into two classifications; those which are adapted to one company and those adapted to industries as a whole. The former is not very common, most jointly administered plans taking the latter form. The financing usually places the entire cost on the employer. The program, while being jointly controlled, is actually in the hands of the union, in respect to day-to-day administration. In plans administered by insurance companies the method of financing is divided between the employer paying for the plan and the sharing of costs by employer and employee. The rules and regulations in this type are established by the insurance company, but it is quite common for unions to have access to daily administration of the program.

Physical Impairment and Job Performance in U.S. Services' Departments

A COMPARATIVE study of 2,858 physically impaired workers and 5,523 able bodied workers employed in 43 establishments of the United States War and Navy Departments, situated in various parts of that country, was conducted several months ago by the Medical Division of the United States Civil Service Commission. The results were published in the *Journal of the American Medical Association* last April and were reprinted recently in pamphlet form under the above title.

It is pointed out that although there have been great advancements in medical science in saving the lives of men and women injured in war, the unusually large number of service personnel who were maimed was such that "this nation will be faced with the greatest problem of rehabilitation in its history". It is stated further, that "rehabilitation is not complete unless it results in employment of feasible cases through judicious placement". The statement is made that following the first World War many disabled veterans were employed without regard to their highest skills

or to their physical or mental capacities, or to the satisfaction of the employer. "The aftermath was the stigmatizing of the disabled veteran because of his disability; the truly pertinent factors, such as the veteran's skills and capacities, being secondary considerations." Even yet, there appears to be a need for educating personnel officials on the employment of the physically impaired and some fear is expressed that the employment of those physically impaired in the latest war may again become acute when present labour shortages are relieved.

It is urged, therefore, that policies leading to the employment of the physically impaired should not be merely emergency measures, but "the objective of these policies should be to bring forward a contribution to the solution of the overall problem..."

Placements Following Previous Studies

Previous studies of the physical demands of jobs in the United States federal service, together with wartime demand for workers in

all types of trades and crafts, caused a lowering of physical standards of employment and brought about a nationwide program for the judicious placement of impaired workers in the federal service. It is stated that "more than 44,000 persons with physical defects were placed in government industrial establishments (in the United States) between October, 1942, and December, 1944". The majority of these are reported to have been placed according to (1) their educational, training and experience qualifications and (2) their physical capacities which were matched with the physical demands of the job as determined by job analysis.

In 1943, the U.S. Office of Education invited a number of employers of rehabilitated workers in private industry to report on the comparative efficiency of impaired workers and able-bodied workers, on the basis of (1) rate of production, (2) rate of absenteeism, (3) rate of turnover, (4) frequency rate of accidents. Replies were received from more than 100 employers, most of whom were executives of large corporations engaged in the manufacture of war materials and equipment and most of whom employ considerable numbers of physically impaired workers. The replies "indicated conclusively that the physically impaired workers produced as much as, or possibly a little more, than the able-bodied workers". Moreover the employers "were practically unanimous in reporting that the physically impaired are dependable, regular in attendance and careful in observance of safety regulations". Similar results were reported from investigations made by the Bureau of Labor Statistics at Washington. With regard to absenteeism, injury frequency rate and labour turnover, the physically impaired were rated as superior to the unimpaired. Notable results were obtained in a study made by an American artificial limb company, 95 per cent of whose employees were physically impaired. They showed "absences caused directly or indirectly by physical disability to be practically unknown and labour turnover was negligible". Other instances are cited to confirm further the fine record for dependability and excellence of workmanship made by physically impaired workers, when they were judiciously placed in industry.

Conclusions Reached

Some of the conclusions derived from the study conducted by the Medical Division of the United States Civil Service Commission were:

(1) The average accident frequency rate for the physically impaired was found to be higher than the average frequency rate for the able-bodied.

(2) The productivity both in quantity and in quality and the efficiency ratings of the physically impaired were found to compare favourably with those of the able-bodied.

(3) Findings on increased short term sick absenteeism among the physically impaired showed some correlation with the accident experience of this group and suggest that those workers who most often report minor sickness may be less resistant to fatigue and more likely to incur accidents.

(4) A much lower rate of labour turnover was found among the physically impaired than among the able-bodied, indicating, among other things, that no large number of impaired workers during a twelve-month period were separated because of skill failure, physical demands failure, or other causes.

The Commission is reported to have declared its intention to continue its support of a policy of selective and judicious placement of the physically impaired, including disabled veterans. Further emphasis will be placed on special interviewing and testing of impaired workers, especially with regard to applicant for employment in government industry. The special tests will also be considered in connection with able-bodied workers from the standpoint of overall safety promotion. It is the Commission's intention to stress closer relationships with rehabilitation agencies to insure adequate employment preparation and reassignment procedures on job analysis to determine the physical demand of positions. Then too, studies of job performance will be conducted on a continuing basis, either complete or spot-check, to be used as guides in future placements.

Decisions of National War Labour Board

DURING the month of September the National War Labour Board issued decisions in the following cases:—

Keystone Shingles and Lumber, Limited, New Westminster, B.C., and International Woodworkers of America, Local 1-357.

The Slingsby Manufacturing Company, Limited, Brantford, Ont., and Slingsby Industrial Council.

Dominion Textile Company, Limited, Montreal, P.Q., and United Textile Workers of America, Local 102.

The Windsor Utilities Commission and International Brotherhood of Electrical Workers, Local 911.

Truscon Steel Company of Canada, Limited, Windsor, and United Automobile Workers of America, Local 195.

Dominion Textile Company, Limited, and Le Syndicat Catholique du Textile de Montmoyency, Inc.

Schofield Paper Company, Limited, Saint John, N.B.

The Robert Mitchell Company, Limited, and United Steelworkers of America, Local 2830.

Otaco Limited, Orillia, Ont.

Dominion Rubber Company, Limited, Kitchener, Ont., and United Rubber Workers of America, Local 80.

Re: Keystone Shingles and Lumber, Limited, New Westminster, B.C., and International Woodworkers of America, Local 1-357

Reasons for Decision

An application by the Company for leave to appeal from a finding and direction of the British Columbia Regional Board dated April 2, 1945, increasing hourly and piece rates.

The application is based on two general allegations: first, that the rates directed are out of line with the rates paid by competing mills and second, that the applicant is unable to pay the increased wage cost under present price ceilings.

Re: The Slingsby Manufacturing Company, Limited, Brantford, Ont., and Slingsby Industrial Council

Reasons for Decision

A joint appeal by leave of the Regional Board for Ontario, from a decision of that Board dated June 1, 1945, refusing an application for permission to pay a group incentive bonus to loom fixers.

The Goderich Organ Company, Limited, and United Brotherhood of Carpenters and Joiners of America, Local 2622.

The Slingsby Manufacturing Company, Limited, Brantford, Ont.

Crow's Nest Pass Coal Company, Limited, Fernie, B.C., West Canadian Collieries, Limited, Hilcrest-Mohawk Collieries, Limited, Bellevue, Alta., McGillivray Creek Coal and Coke Company, Limited, and International Coal and Coke Company, Limited, Coleman, Alta., and Western Canada Firebosses' Association, District No. 1.

Drumheller Coal Operators' Association, Drumheller, Alta., and National Union of Firebosses, Local 1.

Consolidated Piece Dryers, Limited, Cobourg, Ont., and National Union of Textile Workers, Local 11.

The Guelph Carpet and Worsted Spinning Mills, Limited, and National Union of Textile Workers, Local 10.

Powell River Company, Limited, Pacific Mills Limited, British Columbia Pulp and Paper Company, Limited, and Sorg Pulp Company, Limited, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers.

Chateau Cheese Company, Ottawa, Ontario, and National Union of Cheese Processors, Local No. 1.

Our finding is that a *prima facie* case has not been made out in respect of the first point, and on the second matter, the applicant has not availed itself of the opportunity to supply us with the financial data required by section 20 (2) of Order in Council P.C. 9384 to support a plea of inability to pay.

As a consequence, we must dismiss the application.

September 5, 1945.

The appellant Company operates a spinning and weaving mill. For many years it has paid its production workers, including spinners and weavers, on the basis of piece work rates. The Company employs ten loom fixers and they are paid a time rate.

Increased output of the Company's products during the war years provided employees on piece work rates with corresponding increases in weekly earnings. Normally the earnings of a loom fixer are higher than those of a weaver. The differential which had existed for many years gradually disappeared and ultimately weavers were earning more money than were the loom fixers. It is said that a differential in favour of loom fixers is justified on the ground that an employee in that occupational classification is required to assume duties which are more exacting than those assumed by a weaver.

Early in 1944 the Company and the Council negotiated on the matter of adjusting rates for the loom fixers. The objective of those negotiations was to establish increased earnings for the loom fixers and at the same time prevent any increase in unit production costs. A group incentive wage system was accordingly discussed. The parties to those negotiations agreed to accept as the anchor for the incentive plan the actual cost of loom fixing during the fourteen weeks' period ending November 27, 1943. It was found that for that period the actual cost amounted to 79 cents per thousand units produced in the looms under the fixers' supervision.

The loom fixers with the assistance of management devised a plan involving more active co-operation among the fixers. The plan was tested during the fourteen weeks' period in 1944 corresponding with the anchor period. The result of the test was that loom fixing costs were reduced to 1.56 cents per thousand units, or a saving of 13 per cent over the 1943 unit costs therefor.

Armed with that information and experience the parties applied to the Regional War Labour Board for Ontario for permission to establish an incentive wage system which would

give the loom fixers as a group the benefit accruing to them as a result of the reduced costs. The application stipulated that the maximum bonus to be paid for any pay period (2 weeks) would be 10 per cent of the employees' time rates, and the minimum would be 5 per cent. Any bonus earned in excess of the 10 per cent during any two weeks' period would be retained in a suspense account and be used to make up the 5 per cent minimum bonus for any pay period when the results fell below 5 per cent. Further and if in any 2 weeks' period the result produced a saving in costs within the range of 5 per cent to 10 per cent, the money represented by the actual results would accrue to and be paid to the loom fixers for that period.

In our opinion sufficient evidence has been adduced to show the feasibility of the plan. It is a plan which creates sufficient incentive to the workers to maintain the highest possible percentage of efficiency in the automatic looms in their charge. The plan does not increase unit production costs. It would therefore appear to be one coming within the purpose and intent of Wartime Wages Control Order, 1943.

We think that the plan should be approved, at least to the extent of permitting the parties to give it a fair trial. The appellants request that it be effective from February 15, 1945, the date of the application to the Regional Board. We approve the request and will provide in the Board's Finding and Direction that the plan shall continue in effect until February 15, 1946. On or about December 15, 1945, the parties will be expected to report to the National Board the results of the plan then ascertained. Upon such results the National Board will determine whether the plan should be continued after February 15, 1946.

September 6, 1945.

Re: Dominion Textile Company, Limited, Montreal, P.Q., and United Textile Workers of America, Local 102

Reasons for Decision

By leave of the Quebec Regional Board, the Company appeals from a decision of that Board dated April 6, 1945, directing wage increases in its General Machine Shop effective from the date when the respondent Union was certified as bargaining agent, namely July 19, 1944.

The Regional Board ordered that machinists be paid a single rate of 73 cents per hour and that the rates for the other classifications in the machine shop be given a proportionate increase.

The Company contended before the Regional Board and also before this Board that there

should be a range of rates for machinists (68 cents, 73 cents and 78 cents) rather than a single rate. We have dealt with a similar contention in another case involving the maintenance men employed in the grey cotton mills of this appellant (L.G., 1944, p. 840). In its finding and direction in this case, the Regional Board refers to our previous decision of June 29, 1944, and bases the present decision upon it. To be consistent with our previous decision, we are of opinion that the appeal in so far as it establishes a single rate of 73 cents for men classified as machinists must be dismissed, subject of course to the provision that any machinist presently receiving a

higher rate should be maintained at his present rate.

With respect to the other classifications, it is apparent from the material that the parties are unable to come to an agreement. After reading the briefs filed, we direct wage rates as follows for the following skilled and semi-skilled occupational classifications:—

Occupational Classification	Rate per hour (cents)
Toolmaker	86
Metal Patternmaker	80
Welder	72 to 80
Blacksmith	74
Fitters	69 to 74
Heat Treater	69
Assistant Heat Treater	55
Punch Press Operator	58 to 63

As to the other classifications (1 storekeeper, 1 shipper, 2 snaggers and grinders, 1 assistant shipper, 1 shop helper and 1 assistant storekeeper), we do not consider them to be included in the general category of maintenance employees and no increase is to be made in their wage rates.

In the matter of retroactivity the appellant urges that the increases should date only from the date of application, December 20, 1944. Because of the special circumstances of this particular case which were recognized by the Regional Board as a ground for fixing an earlier date, we do not propose to interfere with the discretion exercised by that Board.

Findings and Directions accordingly.

September 11, 1945.

Re: The Windsor Utilities Commission and International Brotherhood of Electrical Workers, Local 911

Reasons for Decision

This is a joint appeal by the Commission and the Union from a decision of the Ontario Regional Board dated May 25, 1945, by which that Board dismissed a joint application for authority to pay a 5 cents premium for work on the afternoon and night shifts.

Premium for night work is not unknown in public utilities and in view of our decision in

the Packinghouse cases (L.G., August, 1945, p. 1110) we think that this appeal should be allowed to the extent that the premium be authorized for work performed between the hours of 7 p.m. and 7 a.m. effective for the employees and from the date specified in the application. The premium is not to be added to basic rates.

September 11, 1945.

Re: Truscon Steel Company of Canada, Limited, Windsor, Ont., and United Automobile Workers of America, Local 195

Reasons for Decision

(Oral Decision)

The Board has considered the representations that have been made here this morning, and under the circumstances do not feel that it is necessary to defer its decision longer.

It appears to the Board that, in its decision of December 8, 1944, there has been some misapprehension on the part of the Regional Board with respect to the proper classification of the man in question.

It appears to this Board, from the representations made to us here, there is no

justification for the classification of carpenter's helper.

We are satisfied that the employee in question should be classified as a labourer and we note that the wage rates for general labour range from seventy cents to eighty cents per hour.

The matter is therefore really one to be dealt with under the grievance procedure, pursuant to the provisions of the collective agreement.

The appeal is allowed.

September 12, 1945.

Re: Dominion Textile Company, Limited, and Le Syndicat Catholique du Textile de Montmorency, Inc.

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for Quebec dated April 25, 1945. The Regional Board directed the Company to increase by 5 per cent the piece work rates for male and female weavers working on plain cotton in the St. Grégoire de Montmorency plant of

the Company. Leave to appeal was granted by the Regional Board on May 22, 1945.

The issue in this case centers around the piece work wage structure established by the Company for weaving various styles of cloth. The objective underlying that wage structure is said to enable an efficient weaver working under normal conditions to earn 53 cents an

hour on a 100 per cent work load, and greater amounts for work loads of higher percentages.

The Union contends that the standard set by the employer is too high and that the only way to ensure that an average weaver would earn 53 cents an hour is to increase the piece work rate. The Union does not seek guaranteed rates nor does it seek to establish that a gross injustice or inequality exists in the case of an efficient weaver being paid 53 cents per hour.

The Union says that the average weavers do not earn 53 cents an hour, while the employer contends that weavers can earn that rate if normal efficiency were maintained.

Weavers working on the night shift in the plant in question earn on the average amounts in excess of 53 cents an hour. The standard in effect for the night shift employees is the same as for the day shift employees. No evidence has been submitted to this Board which would supply the reason for the difference between day and night earnings. The Regional Board based its decision upon section 24 (a) (i) of Order in Council P.C. 9384, but that is provision which has no application to a case of this kind. It is a blanket authorization to employers who wish

to adjust their incentive rates upwards or downwards to the addition, removal or alteration of a work element.

The syndicate's application in this case was for an increase in wage rate, that is in the incentive rates set for the various types of patterns, etc. It was an application to be considered under the "gross inequality or gross injustice" rule of section 20 (1) (a) of the Order in Council. The Regional Board found that the rates now set were "too tightly arranged"; and it may well be that these rates are not incentive rates in the real sense, but rather that they are rates set to assure certain standards of production to be paid 53 cents per hour. The question whether, under the rule of the existing Order, this rate should be increased has not been resolved by the decision under appeal.

All things considered, including particularly the effect of the increase on other rates in the cotton textile industry, we are of the opinion that no case was made out under section 20 (1) (a) of the Wartime Wages Control Order P.C. 9384.

Accordingly the appeal must be allowed.

September 12, 1945.

Re: Schofield Paper Company, Limited, Saint John, N.B.

Reasons for Decision

This is an application for leave to appeal and appeal by the Company from a decision of the Regional War Labour Board for Nova Scotia, dated May 2, 1945. The Regional Board granted in part only an application for permission to increase the salary of the applicant's Halifax Branch Manager. We deem it necessary and advisable to make a ruling in this case. Accordingly, the application for leave to appeal is granted.

The salary (inclusive of bonus earnings) of the said Branch Manager is in excess of \$250 per month. Section 15 (1) of Wartime Wages Control Order, 1943, provides in effect that whenever a person is in receipt of a salary of \$250 or more per month, he shall be presumed to be above the rank of foreman or com-

parable rank, unless the nature of his duties and responsibilities and his relationship to other employees indicate clearly that he is not above said rank. We have always considered that the applicant, in any case such as this, must rebut or remove the presumption above referred to. We have come to the conclusion that the presumption has not been removed in this case and, accordingly, it will be necessary to declare the incumbent in the employer's occupational classification of Branch Manager at Halifax to be above the rank of foreman and subject to Wartime Salaries Order, P.C. 1549.

The Finding and Direction of the Nova Scotia Regional Board will be revoked and substituted by the declaration aforesaid.

September 12, 1945.

Re: The Robert Mitchell Company, Limited, and United Steelworkers of America, Local 2830

Reasons for Decision

An appeal by the Company from a decision of the Regional War Labour Board for Quebec dated July 27, 1945, by which the Company was directed to continue in effect a certain wage incentive plan which that Board had previously authorized for the Company's foundry plant at St. Laurent, Quebec. Leave

to appeal has been granted by the Regional Board. The Union opposed the Company's application before the Regional Board, but now has withdrawn its opposition and supports the appeal.

In the application leading to the Regional Board's decision, the Company asked leave to discontinue its wage incentive plan and revert

to its previously established time rate basis. The Regional Board thought it had no power under Wartime Wages Control Order, 1943, to authorize the requested change.

The Regional Board apparently overlooked Section 20 (1) (c) (iv) of the Order which provides as follows:—

The . . . Board may . . . authorize or direct an employer . . . to change a rate or range established under this Order on any other basis of calculation into a time rate or range. . . .

This incentive plan is embraced within the expression "rate or range established under this Order on any other basis of calculation".

After conferring the aforesaid power on War Labour Boards, Section 20 (1) (c) proceeds to indicate the criteria which are to govern the exercise of the power. Any change in the basis of remuneration such as that proposed in this case must, in the opinion of the Board, be fair and reasonable, and be consistent with and give effect to the purposes of the Order.

The appellant's submissions show that whereas the incentive rates were appropriate while

the employees were engaged in the manufacture of war supplies, such rates cannot now be used without adversely affecting production for civilian purposes under the price ceiling. In this submission the Union agrees. It is indicated that the incentive rates are so inappropriate for peacetime production that the employer has been obliged to curtail production. The appellant says that full production can be maintained if the previously established time rates are approved.

Having regard to all the circumstances of the case, the National Board is of the opinion that it would be fair and reasonable to permit the employer to discontinue the incentive rates in question and substitute therefor time rates or ranges which in compliance with Section 15 of the Order shall be the sum total of the previously authorized bonus and the rates in effect immediately prior to the inauguration of the incentive rates.

The appeal is therefore allowed and a Finding and Direction will issue accordingly.

September 12, 1945.

Re: Otaco Limited, Orillia, Ont.

Reasons for Decision

An appeal by leave of the Regional War Labour Board for Ontario, from a decision of that Board dated May 21, 1945. In the application leading to that decision the Company asked for authority to establish ranges of wage rates for foremen and assistant foremen in its departments called Export Box Making, Export Packing and Stores, Sheet Metal and Mudguard and Spray Paint Shop. The Regional Board declined to approve the ranges but authorized single rates which single rates are the low of the proposed range in each case.

We have, however, come to the conclusion that, pursuant to section 20 (1) (c) (ii) of Wartime Wages Control Order, 1943 (P.C. 9384) that the following ranges of wage rates

may be established from the date requested for the under-noted occupational classifications:

<i>Export Box Making</i>	<i>Range of Rates</i>
<i>Department</i>	
Foreman	\$1.02 to \$1.12
Assistant Foreman	92 cents to \$1.02
<i>Export Packing & Stores</i>	
<i>Department</i>	
Foreman	\$1.02 to \$1.12
Assistant Foreman	87 cents to \$0.97
<i>Sheet Metal & Mudguard</i>	
<i>Department</i>	
Foreman	\$1.02 to \$1.12
Assistant Foreman	93 cents to \$1.02
<i>Spray Paint Shop</i>	
Foreman	\$1.02 to \$1.12
Assistant Foreman	92 cents to \$1.02

The appeal is allowed to the extent indicated herein and a Finding and Direction will issue accordingly.

September 13, 1945

Re: Dominion Rubber Company, Limited, Kitchener, Ont., and United Rubber Workers of America, Local 80

Reasons for Decision

This is an appeal, by the Company and the Union jointly, from two decisions of the Regional Board for Ontario dated March 22, 1945, the first refusing increases to employees in the maintenance department of the Company's tire factory, the second allowing in most part increases to skilled trades and crib keepers employed in its rubber machinery shops. Both plants are located in Kitchener

and the applications were submitted jointly by Company and Union.

In the machinery shops, the Regional Board authorized the increases requested, except as to 2 cents for machinists, engine lathe operators, machine assemblers and crib keepers. From the material, we are unable to ascertain the basis upon which this restriction was arrived at and we are of opinion that the rates requested should be authorized for the classifications just mentioned.

As to the maintenance department of the tire factory, the contention is that the skilled tradesmen perform operations similar to those being performed in the rubber machinery shops and that the same wage schedule should prevail for equivalent skill. In effect, the joint application is for a 2-cent general increase. Our conclusion is that this increase can also be approved.

The company also appeals from a decision of the Ontario Board dated June 29, 1945 authorizing certain increases for foremen in the

machinery shops, but refusing a general rate of \$1.15. The request is now modified and the Company asks approval of rates for foremen, except general foremen, 15 per cent higher than the rate of the highest paid tradesmen in the classification supervised. This differential is reasonable and should be approved.

There will be Findings and Directions allowing both the joint appeal and the company's appeal, effective from December 7, 1944.

September 21, 1945.

Re: The Goderich Organ Company, Limited, and United Brotherhood of Carpenters and Joiners of America, Local 2622

Reasons for Decision

The Company appeals by leave of the Regional War Labour Board for Ontario from a decision of that Board dated June 27, 1945. In and by that decision the Regional Board directed the Company to increase wage rates for 12 of its 16 occupational classifications. This appeal concerns 6 of those classifications for which rates were increased.

A special hearing of the case was conducted by the Regional Board and it is assumed that the Regional Board obtained a fairly clear understanding of the issues. Accordingly we do not propose to disturb the decision except in respect of three occupational classifications concerning which additional information has been made available to this Board.

The Forelady (Shipping) was, prior to the decision under appeal, paid a time rate and a production bonus. Nothing appears in the record to warrant the removal of the production bonus. That bonus should be continued and the increase in the previous authorized time rate be limited to 5 cents an hour.

The occupational title Forelady (Celluloid) should be deleted and the title "Leading Hand" (Celluloid) be substituted therefor. The rate should remain the same.

Special circumstances appear to warrant a range of from 43 to 55 cents per hour for the occupational classification of maintenance employee.

A Finding and Direction will issue accordingly.

September 21, 1945.

Re: Slingsby Manufacturing Company, Limited, Brantford, Ont.

Reasons for Decision

An appeal by leave of the Regional War Labour Board for Ontario from a decision of that Board dated June 2, 1945. The Regional Board rejected the Company's application for salary increases for its Chemist, Rayon Superintendent and Office Manager on the ground that there was no gross inequality or gross injustice shown to exist in respect of the existing rates.

The material submitted to the Board does not indicate that the Regional Board erred in its decision except in the case of the Rayon Superintendent who should be declared to be above the rank of foreman or comparable rank. The Regional Board's Finding and Direction will accordingly be amended to the extent that the incumbent in the occupational classification of Rayon Superintendent will be declared to be above the rank of foreman.

September 21, 1945.

Re: Crow's Nest Pass Coal Compny, Limited, Fernie, B.C., West Canadian Collieries, Limited, Hillcrest-Mohawk Collieries, Limited, Bellvue, Alta., McGillivray Creek Coal and Coke Company, Limited, and International Coal and Coke Company, Limited, Coleman, Alta., and Western Canada Firebosses' Association, District No. 1

Reasons for Decision

This is an application by the Association on behalf of firebosses or examiners employed by the Companies mentioned operating in

the Crow's Nest Pass, for an increase of \$32.30 per month in wage rates.

The Association submits that this increase should be granted in order to restore the

wages of firebosses, on a daily basis, to their 1924 position when compared to the wages paid to datal miners.

This Board is not prepared to go back to 1924 in order that the proper relationship between the wages of the miners and the firebosses may be determined.

It is sufficient, for the purposes of the Wartime Wages Control Order (P.C. 9384), that the Board consider the remuneration paid to these classes of employees on November 15, 1941. Since that date the various classes have received the same increase in their wage rates and we are satisfied that the proper relationship has been maintained. As a matter of fact, it was stated by the employers and not denied by the Association

that the wage rates of the miners had increased 30.5 per cent since August, 1939, whereas the wage rates of the firebosses had increased 34 per cent. Moreover, we think that the practice in this coal mining district of paying firebosses at a monthly rate has afforded them a degree of security which compensates them for the apparent advantage of daily earnings and daily wages received by contract and datal miners. Under their agreement with the operators, the firebosses also have certain advantages which the miners do not enjoy.

The application is, therefore, denied and there will be Finding and Direction accordingly.

September 21, 1945.

Re: Drumheller Coal Operators' Association, Drumheller, Alta., and National Union of Firebosses, Local 1

Reasons for Decision

This is an application by the Union to have established a uniform datal wage rate for firebosses employed in the coal mines operated by sixteen companies, members of the Drumheller Coal Operators' Association; to provide a guarantee of twenty days' employment per month, and for the supply of free household coal.

There are some seventy firebosses employed by the sixteen companies and they are paid datal rates varying from a minimum of \$7.91 to a maximum of \$8.77, although it is stated the one employee receiving the latter rate does additional work. We have, therefore, in the consideration of the wage rate, confined ourselves to the sixty-nine employees actually performing firebosses' duties, for which service the maximum datal wage rate paid is \$8.40.

The Union requests that a minimum datal rate of \$8.38 be established for the firebosses, this being the rate paid to twenty-eight of the total of sixty-nine firebosses involved in the application. However, we feel that the

purpose of Section 20 (1) (a) of the Order will be satisfied by the establishment of a minimum datal wage rate of \$8.17, which represents the weighted average of the rates now paid by the companies involved. The Order in Council does not vest in this Board powers to authorize or direct a reduction in the wage rate of an occupational classification, and while the member companies of the Drumheller Coal Operators' Association who now pay firebosses less than \$8.17 per day will be required to increase the rate of pay to that figure, those employers who pay more must maintain the current wage rate paid to their firebosses.

We do not think that the requests of the Union for a guarantee of twenty days' employment per month and the supply of free household coal are matters which a war labour board should direct under the powers conferred by the Wartime Wages Control Order, 1943 (P.C. 9384). These requests must be denied.

There will be Findings and Directions accordingly.

September 21, 1945.

Re: Consolidated Piece Dyers, Limited, Cobourg, Ont., and National Union of Textile Workers, Local 11

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for Ontario, dated June 14, 1945, by which the Company was authorized to establish an incentive wage plan for its employees for a trial period of three months.

Wartime Wages Control Order, 1943, P.C. 9384, by the provisions of its Section 24 contemplates the existence of incentive wage

rate plans, and by Section 20 (1) (c) (iv) provides that a War Labour Board may authorize or direct an employer "to change a time rate or range established under this Order into a rate or range calculated on any other basis...".

In this case, on the application of the Company, the Regional Board authorized the Company to establish an incentive wage rate plan for its employees for a trial period of

three months, and by its decision required that the Company at the conclusion of the three month trial period should report to the Board the average hourly earnings resulting from the application of the plan, any change in unit labour cost, and any variation of the amount of production. The Regional Board's decision also provided the condition that no employee should receive less than his or her current rate, although for the purpose of calculating earnings under the plan, base rates of 50 cents for males and 39 cents for females and boys, are to be used.

Evidence submitted to the Board shows that identical or similar incentive plans are in effect in other plants in the industry, particular reference being made to one Company in the plant of which the plan had been in operation since 1932 or 1933. Incentive wage rate plans are also in effect in plants of other industries, many of them having been adopted with the authority of War Labour

Boards since Wartime Wages Control Orders became effective, to the acknowledged mutual advantage of both employees and employers.

It appears that as a result of the Union appeal against the decision of the Regional Board "The Company has delayed the commencement of the incentive wage plan until the matter has been disposed of by the National Board", and therefore the plan has not been given the trial contemplated by the decision of the Regional Board.

Our opinion is that the Regional Board has exercised properly the discretion referred to in the concluding words of paragraph (c) of Section 20 (1) of Wartime Wages Control Order, 1943, P.C. 9384, and the appeal must be dismissed. At the expiration of the trial period of three months, the Company will submit its report to the Regional Board for Ontario to enable that Board to give further consideration to the matter.

September 20, 1945.

Re: The Guelph Carpet and Worsted Spinning Mills, Limited, and National Union of Textile Workers, Local 10

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for Ontario, dated April 12, 1945, by which the Company was authorized to install an incentive wage plan in the spinning department of its plant at Guelph for a trial period of three months.

Wartime Wages Control Order, 1943, P.C. 9384, by the provisions of its Section 24 contemplates the existence of incentive wage rate plans, and by Section 20 (1) (c) (iv) provides that a War Labour Board may authorize or direct an employer "to change a time rate or range established under this Order into a rate or range calculated on any other basis...".

In this case, on the application of the Company, the Regional Board authorized the Company to install an incentive wage rate plan in its Spinning Mill for a trial period of three months, and by its decision required that the Company at the end of the trial period should give a full report to the Board on the effect of the incentive bonus scheme on the earnings of the employees, the unit labour cost, and the increase in production, if any, that had been achieved, and further indicated that thereafter the Board would be prepared to give consideration to the final approval of the plan. The Regional Board's decision also provided that whatever the production of the employees might be under the application of

the incentive plan they should be guaranteed the payment of their established basic wage rates, i.e. 43 cents for spinners and 41 cents for doffers, although under the plan, for the purpose of calculating earnings, base rates of 40 and 38 cents are used.

Evidence submitted to the Board shows that identical or similar incentive plans are in effect in other plants in the industry, particular reference being made to one Company in the plant of which the plan had been in effect for a period of fifteen years. Incentive wage rate plans are also in effect in plants of other industries, many of them having been adopted with the authority of War Labour Boards since Wartime Wages Control Orders became effective, to the acknowledged mutual advantage of both employees and employers.

The incentive plan in question has now been in effect for more than three months, but only on a restricted or experimental basis, and it may be that it has not yet been given a fair trial as contemplated by the decision of the Regional Board.

Our opinion is that the Regional Board has exercised properly the discretion referred to in the concluding words of paragraph (c) of Section 20 (1) of Wartime Wages Control Order, 1943, P.C. 9384, and the appeal must be dismissed. The trial period having expired, the Company must now submit its report to the Regional Board for Ontario to enable that Board to give further consideration to the matter.

September 20, 1945.

Re: Powell River Company, Limited, Pacific Mills Limited, British Columbia Pulp and Paper Company Limited and Sorg Pulp Company Limited and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers

Reasons for Decision

This is a joint application for leave to appeal from a decision of the British Columbia Regional Board dated June 27, 1945, refusing to authorize the following clause in the master agreement between the employers and the Unions:

A night shift differential of three cents per hour will be paid in addition to the hourly rate on all work performed between the hours of 8 p.m. and 8 a.m., where tour work is scheduled 8-4, 4-12 and 12-8, and 7 p.m. to 7 a.m., where tour work is scheduled 7-3, 3-11 and 11-7.

Leave to appeal was refused by the Regional Board.

The Companies enumerated above represent the entire pulp and paper manufacturing industry in the Province of British Columbia, an industry in which a premium for night work has never been paid. For this reason and also because the industry was not engaged solely and entirely on war production, the Regional

Board refused to authorize payment of the premium.

By its decisions in the Packinghouse cases, issued also on June 27, 1945 (L.G. Aug. 1945, p. 1110), this Board has indicated that under certain circumstances approval may be given to payment within limitations, of a premium for night work in non-war industries. The application for leave should therefore be allowed.

The evidence adduced in this case shows that the above quoted clause resulted from collective bargaining. Notwithstanding that the clause in question presents a new condition in the industry, we are of the opinion that the amount of the premium and the hours for which it is to be paid are fair and reasonable having regard to all material circumstances. The employers are therefore authorized to give effect to the said clause, subject to the proviso that the premium is not to be added to wage rates for the purpose of calculating overtime.

August 28, 1945.

Re: Chateau Cheese Company, Ottawa, Ont., and National Union of Cheese Processors, Local No. 1

Reasons for Decision

An appeal by the Union, concurred in by the Company, from a decision of the Ontario Regional Board dated June 2, 1945 refusing to authorize two weeks' vacation with pay for employees having three years' service. Leave to appeal was granted by the Regional Board.

The plan, which was submitted for approval in a joint application, has been in effect prior

to wage control in certain dairies in Ottawa, one of which is associated with this Company under the same management.

In these circumstances, we think the plan applied for can be approved pursuant to section 20 (1) (c) (i) of P.C. 9384 and we shall allow the appeal.

September 28, 1945.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National War-time Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

The articles on strikes and lockouts, formerly included in this section, may be found elsewhere in this issue.

Under the War-time Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the

Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the War-time Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under The War-time Labour Relations Regulations

THE War-time Labour Relations Board (National) met for two days during the month of September. During this period the Board received twelve applications, held three hearings, issued four certificates designating bargaining representatives, rejected one application, ordered one representation vote and rendered decisions in four appeal cases.

Certificates Issued

Following an investigation of the applications by officers of the Board bargaining representatives as stated were certified in the undernoted cases:

- (1) Messrs. Rosco Craycraft, Steve Glumaz, Austin Smith, J. Boyes, P. Hughes and W. H. Chawner and the International Longshoremen's and Warehousemen's Union, Local 501 for persons employed as longshoremen and/or maintenance men

by the *Vancouver Barge Transportation Limited, Vancouver B.C.* The dock foreman and checker foreman were excluded from the scope of the bargaining unit.

- (2) Messrs. J. J. Henderick, L. C. Malone, and William Keck, and the Brotherhood of Railroad Trainmen for the engine crew and ground crew employed in switching operations at the Ogden Point Docks of the *Canadian National Steamships, Victoria, B.C.*

Following an investigation and a representation vote ordered by the Board, bargaining representatives as stated were certified in the following case:

Messrs. Harry Edwards, William L. Munroe and Leslie MacKay and the International Brotherhood of Electrical Workers, Local No. 1432 for the plant

workers, meter readers and outside maintenance men employed by the *Maritime Electric Company Limited, Charlottetown, P.E.I.* Excluded from the scope of the bargaining unit were the superintendent, foremen, office employees and outside casual construction workers.

Following an investigation, a public hearing and a representation vote ordered by the Board bargaining representatives were certified in the following case:

Messrs. Douglas Browne, H. Huggitt and L. Dube and the Canadian Brotherhood of Railway Employees and other Transport Workers for employees in the *Stores Department* classified as assistant foreman, supply carman, helpers and labourers, material issuers, stationary issuers, store helpers, repairman, issuer and labourer; and in the *Mechanical Department* classified as labourer, stationary fireman, stationary fireman and hostler attendant, stationary fireman and locomotive watchman, hostler attendant, locomotive watchman, repair track labourers, engine wipers and roundhouse labourers, of the *Northern Alberta Railway Company, Edmonton, Alta.*

Representation Vote Ordered

Following consideration of an application for certification of bargaining representatives submitted by the Canadian Seamen's Union, the Board ordered that a representation vote be taken among the unlicensed personnel employed in Deck, Engine Room and Steward's Departments of the *S.S. George Hindman* of the Diamond Steamship Company Limited, Owen Sound, Ontario.

Application Rejected

International Union of Mine, Mill and Smelter Workers and Riverside Iron Works, Calgary, Alberta (L.G., Sept. 19, 1945, p. 1319). Following an investigation of the application by an officer of the Board, the Board rejected the application because of lack of jurisdiction, the Company not being engaged in producing or manufacturing for war industry or war purposes as defined in Schedule "A" of the War-time Labour Relations Regulations.

Applications for Certification Under Investigation

1. Commercial Telegraphers' Union, Canadian Pacific System, Division No. 1, on behalf of Morse telegraphers, automatic telegraphers and clerks employed in the communication

department of the Canadian Pacific Railway Company, Montreal, P.Q.

2. Canadian Seamen's Union on behalf of the unlicensed crew members in deck, engine room and steward's department on all vessels operated by the Gulf of Georgia Towing Company Limited, Vancouver, B.C.

3. Canadian Seamen's Union on behalf of the unlicensed personnel on SS "Sable I", SS "Gaspé North" and SS "Gaspesia" operated by Clark Steamship Company Limited, Montreal, P.Q.

4. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of mates, wheelmen, engineers, firemen, oilers, coal passers, water tenders, watchmen, deck hands, stewards, cooks, helpers, waiters, night porters and pursers, on boats numbers 1 and 2, of the Ontario Car Ferry Company, Cobourg, Ontario.

5. Brotherhood of Railroad Trainmen on behalf of road train and yard conductors employed by the Toronto-Hamilton and Buffalo Railway, Hamilton, Ontario.

6. Brotherhood of Railroad Trainmen on behalf of yardmasters, assistant yardmasters, supervisors, and crew supervisors of the National Harbours Railway, Montreal, P.Q.

7. Brotherhood of Railroad Signalmen of America, on behalf of signal foremen, signalmen working with and under the direction of a signal foreman in the classifications of signal maintainers, signal mechanics, assistant signal maintainers, assistant signal mechanics, and signal helpers of the Canadian National Railways, Toronto, Ontario.

8. Royal City Waterfront Workers Association, International Longshoremen's and Warehousemen's Union, Local 502, on behalf of Longshoremen employed in the Port of New Westminster by Victoria and Vancouver Stevedoring Company, Limited, Vancouver, B.C.

9. Canadian Seamen's Union, Pacific Coast District, on behalf of the unlicensed crew members in deck, engine room and steward's departments on all vessels operated by Young and Gore Tugboat Company, Limited, Vancouver, B.C.

10. International Brotherhood of Electrical Workers, Regional Council, No. 2, on behalf of Electrical Workers under the jurisdiction of Montreal Terminals (Quebec District), roadmen (electricians) (Quebec District) and electrical maintainer (draw bridge, Lachine Canal) employed by the Canadian Pacific Railway Co., Montreal, P.Q.

11. International Brotherhood of Electrical Workers, Regional Council, No. 2, on behalf of Electrical Workers and Electrical Workers

Helpers employed in stations and office buildings of the Canadian Pacific Railway Company, Montreal, P.Q.

12. Canadian Seamen's Union on behalf of the unlicensed personnel, namely, wheelmen, firemen, oilers, coal passers, watertenders, watchmen, deckhands, stewards, cooks, messmen, waiters and night porters, employed on vessels operated by Ontario Car Ferry Company, Cobourg, Ontario.

Decision of Board in Appeal Cases

1. On the appeal of the Kelsey Wheel Company Limited, Windsor, Ontario, from a decision of the Ontario Labour Relations Board including certain employees designated as apprentices in the bargaining unit, a hearing was held by the National Board on September 11. Following the hearing the Board reached the decision that the appeal be denied. Reasons for judgment were not issued in this case.

2. In view of the fact that more than 60 days had elapsed since the decision of the Minister of Labour for British Columbia certifying bargaining representatives, without an appeal being entered, the Hudson's Bay Company, Victoria, B.C., was advised by the Board that further proceedings relating to this decision could not be entertained.

3. On September 11, the Board heard argument on an application for leave to appeal entered by the National Steel Car Corporation, Limited, Hamilton, Ontario, appellant—

respondent, and the Canadian Steel Car Workers' Union, appellant—intervener. The proceedings followed the submission of an application for certification of bargaining representatives by Local 2352, United Steelworkers of America, made to the Ontario Labour Relations Board and the decision of that Board that a representation vote of the employees concerned be conducted. Prior to the hearing, a request for postponement of the vote ordered by the Ontario Board was made to the National Board but was rejected. Following the hearing, the National Board decided to reject the appeal, formal reasons for judgment to be issued at a later date.

4. An application for leave to appeal and appeal from a decision of the Quebec Wartime Labour Relations Board was submitted to the National Board by the Metal Trades Council of Sorel, on behalf of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, United Brotherhood of Carpenters and Joiners of America, International Association of Machinists and the International Brotherhood of Electrical Workers. Following a hearing the Board reached the decision that the appeal should be allowed as the National Syndicate of Shipyard Workers of Sorel had not satisfied the Quebec Board that a majority of the employees affected were members of the Syndicate.

The text of the Boards reasons for judgment appears below.

Between: Conseil des Métiers de la Métallurgie des Employés de la Marine Industries—Appellant (Intervener) and Marine Industries Limited, Sorel, Que., Respondent, and Syndicat National des Chantiers Maritimes de Sorel, Qué., Respondent (Petitioner)

The Board consisted of the Chairman and all other members thereof.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an appeal from the decision of the Quebec Wartime Labour Relations Board ordering a vote upon an application for certification of bargaining representatives made to it by the respondent union.

The investigating officer of the Quebec Board found and it was also admitted by the respondent union at the hearing before this Board that the respondent union neither at the time of selecting bargaining representatives nor at the time of making application to the Quebec Board had a majority membership among the employees. In fact, as reported by

the investigating officer, its membership of employees included in the bargaining unit amounted to approximately five per cent of such employees.

The respondent union alleged, however, that it had substantial additional support from other non-member employees who were not prepared to commit themselves by signing authorizations in favour of the respondent union.

No substantial evidence was submitted in support of this allegation nor to indicate the degree of actual support which the respondent union had, nor was any attempt made to show the exercise of unfair pressure or other unfair practices on either the part of the Company or the appellant union to prevent the employees from expressing their real preference in the matter of representation.

As the respondent union evidently did not have the requisite authority to elect or appoint bargaining representatives for the employees affected, or to consequently apply for certification of bargaining representatives on their behalf, we are of opinion that the application for certification should have been rejected by the Quebec Board. See the judgment of this Board in the Wright Hargreaves and Sylvanite case (L.G., March, 1945, pp. 290-92).

In view of this conclusion, it has not been necessary to consider the other ground for appeal raised as to whether the renewal agreement entered into between the Company and the appellant union on January 29, 1945,

constituted a bar to the election or appointment of new bargaining representatives by the respondent union on behalf of the employees.

The appeal is allowed and the application of the respondent union for certification is rejected accordingly.

(Sgd.) G. B. O'CONNOR,
Chairman.

Rene Walsh, Esq., James Broderick, Esq., for Appellant (Intervener).

Arthur Simard, Esq., Emile Bernard, Esq., for Respondent.

Jean Marchand, Esq., for Respondent (Petitioner).

Dated at Ottawa, Sept. 12, 1945.

Conciliation Proceedings Under The Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiation for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is established by the Minister of Labour forthwith. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Board Reports Received

During September reports were received from fourteen Boards of Conciliation:—

Atkins Stage Lines Limited, Chilliwack, B.C., and Division 101, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

Bendix-Eclipse of Canada Limited, Windsor, Ontario, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.).

Bralorne Mines Limited, Bralorne, B.C., and Bralorne Miners Union, Local 271, Interna-

tional Union of Mine, Mill and Smelter Workers.

Canadian Automotive Trim Limited, Windsor, Ontario, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.).

Chrysler Corporation of Canada Limited, Chatham, Ontario, and Local 127 International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.).

Dominion Fabrics Limited, Dunnville, Ontario, and Local 21, Textile Workers Organizing Committee, C.C.L.

Ford Motor of Canada Limited, Windsor, Ontario, and Local 200 International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.).

Gotfredson Limited, Windsor, Ontario, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.).

Genelco Limited, Peterborough, Ontario, and Local 524, United Electrical, Radio and Machine Workers of America.

Greater Winnipeg Sanitary District, Winnipeg, Manitoba, and Greater Winnipeg Sanitary District Employees Unit of One Big Union.

Holeproof Hosiery Company of Canada Limited, London, Ontario, and Local 22, United Textile Workers of Canada.

Kootenay Belle Gold Mines, Retallack, B.C., and Local 698, Retallack Mine and Mill Workers Union. International Union of Mine, Mill and Smelter Workers.

Windsor Tool and Die Limited, Windsor, Ontario, and Local 195 International Union,

United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.).

Firestone Tire and Rubber Company of Canada, Limited, Hamilton, Ontario, and Local 113, United Rubber Workers of America.

Boards Fully Constituted

During September twelve Boards of Conciliation were fully constituted:—

Auto Specialty Manufacturing Company (Canada) Limited, Windsor, Ontario.—The Board of Conciliation established to deal with a dispute between the Auto Specialty Manufacturing Company (Canada) Limited, and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, was fully constituted on September 21 with the appointment of Judge J. Egerton Lovering, Toronto, Ontario, as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the two other members of the Board. Mr. F. K. Ellis, Windsor, Ontario, and Mr. Norman Levy, Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Belleville-Sargeant and Company, Belleville, Ontario.—The Board of Conciliation established to deal with a dispute between the Belleville-Sargeant and Company, Belleville, Ontario, and Local 426, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), was fully constituted on September 12, with the appointment of Judge W. D. Roach, Toronto, Ontario, as Chairman of the Board on the joint recommendation of the other two members of the Board. Messrs. G. A. Gale and Bora Laskin, both of Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Bell Thread Company, Hamilton, Ontario.—The Board of Conciliation established to deal with a dispute between the Bell Thread Company, Hamilton, Ontario, and Canadian Thread Makers Union, was fully constituted on September 5, with the appointment of Judge J. C. M. German, as Chairman of the Board, who was appointed on the joint recommendation of the two other members of the Board. Mr. Macaulay Dillon, Toronto, Ontario, and Mr. Bruce Williams, Kirkland Lake, Ontario, were appointed on the nomination of the employer and employees respectively.

Canadian Bridge Company (Plants 1 and 2), Walkerville Ontario.—The Board of Conciliation established to deal with a dispute between the Canadian Bridge Company (Plants 1 and

2), Walkerville, Ontario, and United Steelworkers of America, Local 2471, was fully constituted on September 11, with the appointment of Judge W. T. Robb, Orangeville, Ontario, as Chairman of the Board, who was appointed on the joint recommendation of the two other members of the Board. Mr. S. L. Springsteen, K.C., Windsor, Ontario and Mr. D. B. Archer, Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Chrysler Corporation of Canada Limited, Windsor, Ontario.—The Board of Conciliation established to deal with a dispute between the Chrysler Corporation of Canada Limited, Windsor, Ontario, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), was fully constituted on September 26, with the appointment of Mr. L. W. Brockington, Ottawa, Ontario, as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. S. L. Springsteen, K.C., Windsor, Ontario, and Mr. Norman Levy, Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Dominion Forge and Stamping Company, Windsor, Ontario.—The Board of Conciliation established to deal with a dispute between Windsor, Ontario, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W. I.C.I.O.), was fully constituted on September 13, with the appointment of Judge I. M. Macdonell, as Chairman of the Board, who was appointed on the joint recommendation of the two other members of the Board. Mr. Alan Adamson, Port Hope, Ontario, and Mr. Bruce A. E. Clouse, Kingsville, Ontario were appointed on the nomination of the employer and employees respectively.

Fairfield and Son Limited, Winnipeg, Manitoba.—The Board of Conciliation established to deal with a dispute between Fairfield and Son Limited, Winnipeg, Manitoba, and Local 459 Amalgamated Clothing Workers of America, was fully constituted on September 6 with the appointment of Professor John E. L. Graham, Winnipeg, Manitoba, as Chairman of the Board, who was appointed on the joint recommendation of the two other members of the Board. Mr. S. E. McLean, Winnipeg, Manitoba, and Mrs. Carrie Gray, Winnipeg, Manitoba, were appointed on the nomination of the employer and employees respectively.

Ford Motor Company of Canada Limited, Toronto, Ontario.—The Board of Conciliation

established to deal with a dispute between the Ford Motor Company of Canada Limited, Toronto, Ontario, and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), was fully constituted on September 20 with the appointment of Doctor Alexander Brady, Toronto, Ontario, as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. S. L. Springsteen, K.C., Windsor, Ontario, and Mr. J. S. Midanik, Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Six (6) Garage Companies, Fredericton, N.B.—The Board of Conciliation established to deal with a dispute between McFarlane Motors Limited; Valley Motors; Smith Motors Limited; J. Clark and Son Limited; Wood Motors Limited; and Capital Garage, and Fredericton Automobile Mechanics and Garage Workers Union, was fully constituted on September 20 with the appointment of Rev. Auston MacPherson, Fredericton, N.B., as Chairman of the Board, who was appointed by the Minister of Labour on the joint recommendation of the two other members of the Board. Messrs. Arthur Limerick and Carlisle Hanson, both of Fredericton, N.B., were appointed on the nomination of the employer and employees respectively.

Port Arthur Shipbuilding Company, Port Arthur, Ontario.—The Board of Conciliation established to deal with a dispute between the Port Arthur Shipbuilding Company, Port Arthur, Ontario, and Industrial Union of Marine and Shipbuilding Workers, Local 11 (C.C.L.) was fully constituted on September 13 with the appointment of Judge A. H. Dowler, Port Arthur, Ontario, as Chairman of the Board, who was appointed on the joint recommendation of the two other members of the Board. Mr. J. L. McComber, Port Arthur, Ontario, and Mr. H. Orliffe, Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Sunshine Waterloo Company, Waterloo, Ontario.—The Board of Conciliation established to deal with a dispute between the Sunshine Waterloo Company Limited, Waterloo, Ontario, and Local 392, United Steelworkers of America, was fully constituted on September 22 with the appointment of Judge I. M. Macdonell, Toronto, Ontario, as Chairman of the Board, who was appointed on the joint recommendation of the two other members of the Board. Messrs. F. G. Gardner, K.C., and Fred Dowling, both of Toronto, Ontario, were appointed on the nomination of the employer and employees respectively.

Walker Metal Products Limited, Windsor, Ontario.—The Board of Conciliation established to deal with a dispute between Walker Metal Products Limited, Windsor, Ontario, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.), was fully constituted on September 11 with the appointment of Judge I. M. Macdonell, Toronto, Ontario, as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. Alan Adamson, Port Hope, Ontario, and Mr. Bruce A. E. Clouse, Kingsville, Ontario, were appointed on the nomination of the employer and employees respectively.

Boards Established

During September three Boards of Conciliation were established but not fully constituted:—

Brown's Bread Limited, Toronto, Ontario, and Local 264, Factory Bakers Union.

Brown's Bread Limited, Toronto, Ontario, and Local 847, Bakery Wagon Drivers Union.

Goderich Manufacturing Company, Goderich, Ontario, and Local 2622, United Brotherhood of Carpenters and Joiners of America.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an Agreement:—

John Bertram and Sons Company and the Pratt Whitney Company of Canada, Dundas, Ontario, and Valley City Lodge Local 1740, International Association of Machinists.—F. J. Ainsborough, Conciliation Officer.

Keenan Woodenware Limited, Owen Sound, Ontario, and Local No. 5, National Union of Woodworkers.—F. J. Ainsborough, Conciliation Officer.

Mic-Mac Mines Limited, Noranda, P.Q., and Local 696, Malartic Mine and Mill Workers Union, International Union of Mine, Mill and Smelter Workers.—L. Pepin, Conciliation Officer.

Palm Dairy Limited, Regina, Saskatchewan, and Local 385, Milk Wagon Drivers Dairy Employees, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers.—H. S. Johnstone, Conciliation Officer.

Benedict Proctor Manufacturing Company, Trenton, Ontario, and Local No. 44, International Jewellery Workers Union.—H. Perkins, Conciliation Officer.

Robson Leather Company Limited, Oshawa, Ontario, and Local 205, International Fur and Leather Workers Union.—H. Perkins, Conciliation Officer.

Thompson and Sutherland Limited, Glace Bay, N.S., and Local No. 1, Wholesale, Retail and Distributive Workers Union.—H. R. Pettigrove, Conciliation Officer.

Assignment of Conciliation Officers

Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Dominion Bridge Company (Calgary Rolling Mills Division) Calgary, Alberta, and Local 23180, Rolling Mill Employees Federal Union (A.F. of L.).—G. R. Currie, Conciliation Officer.

Jenish Brothers, Estevan; Havanah Collieries Limited, Estevan; Eastern Collieries of Bienfait Limited, Bienfait, Saskatchewan, and District 18, United Mine Workers of America.—H. S. Johnstone, Conciliation Officer.

City of Sydney, N.S., and Canadian Association of Firefighters of Sydney (C.C.L.).—H. R. Pettigrove, Conciliation Officer.

City of Sydney, N.S., and Canadian Association of Policemen of Sydney, (C.C.L.).—H. R. Pettigrove, Conciliation Officer.

Toronto Graphic Arts Association and Master Printers and Bookbinders Association, Toronto, Ontario, and Toronto Printing Pressmen and Assistants Union No. 10.—James Hutcheon, Conciliation Officer.

Westeel Products Limited, Toronto, Ontario, and Local 252, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.).—H. Perkins, Conciliation Officer.

Report of Board in Dispute between Atkins Stage Lines, Limited, Chilliwack, B.C., and Division 101, Amalgamated Association of Street Electric Railway and Motor Coach Employees of America

On September 13 the Minister of Labour received the report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: Mr. J. Howard Harman, Victoria, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Alan M. Russell and J. Ross, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

HONOURABLE MINISTER OF LABOUR,
Department of Labour,
Ottawa, Canada.

Re Wartime Labour Relations Regulations, P.C. 1003, and Atkins Stage Lines Limited and Division 101, Amalgamated Association of Street Electric Railway and Motor Coach Employees of America.

The Board of Conciliation appointed herein unanimously recommends that the parties to this dispute enter into an agreement in the form of Exhibit 3 (a copy of which is attached hereto), with paragraphs *k*) and *l*) of Section 3 amended to read somewhat as follows:

k) wage rates shall be those paid or payable in accordance with "Wartime Wages Control Order", and any ruling made thereunder prior to September 5, 1945.

l) This agreement shall be in effect from March 28th, 1945 until March 27th, 1946.

The Board wish to make it clear that the change in wording of Section *k*) is not intended to give any employee any right to claim additional wages.

The hearing was conducted in an informal manner and during the course thereof the above compromise was suggested to the parties. Mr. Morrison, representing the employees, expressed his agreement.

Mr. Farris, representing the employer, after consultation with his client, stated that he could not agree to the Board's suggestion, pointing out that while the Union were the duly-certified bargaining agents at this time, the probability was that before next March the total payroll of the company would be only about five or six, of whom the majority would be former employees returning from active service with the Armed Forces and who never were members of the Union concerned. Mr. Farris also pointed out that at the present time there were only eight employees of whom four were opposed to the Union. Of these four, two had consistently refused to belong to the Union.

The employees' representative was not prepared to agree that all of these four men were actively opposed to the Union.

Both parties were asked if an adjournment was desired to enable evidence to be produced as to the degree of opposition to the Union among the employees. Neither side wished to avail itself of this suggestion.

While recognizing the strength of the arguments of counsel for the employer and the

peculiar circumstances of this case, the Board feels its recommendation proper for the following reasons, viz:

1. Nothing in the agreement requires any employee to become a member of the Union in question or to keep his existing membership in good standing.

2. The Union is presently the bargaining representative of all employees by virtue of the certification of last October.

3. The employer by its counsel expressed its willingness to abide by all the terms of the proposed agreement and to sign such agreement if in six months' time a majority of its employees were then Union members.

4. The proposed agreement does not alter the present position of the parties having regard to the certification and undertaking set out above.

5. The dispute under consideration apparently commenced about March 28, 1945, and the term of one year from this date will probably expire about the time when all employees now on active service with the Armed Forces will have been re-absorbed.

6. It is impossible to foretell whether or not a majority of the employees will be members of the Union next March. Between now and then, the employer expects to have to discharge several men. In the absence of an agreement, any discharges would be open to criticism on the ground of discrimination, particularly as some of the junior employees are Union members.

(Sgd.) J. H. HARMAN

(Sgd.) J. N. ROSS

(Sgd.) A. RUSSELL

Report of Board in Dispute between Bendix Eclipse of Canada, Ltd., Windsor, Ont., and Local 195, International Union, UAW-CIO

On September 13 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter. A minority report was submitted by Mr. Bora Laskin.

The personnel of the Board was as follows: His Honour Judge J. J. Coughlin, Sandwich, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. David M. Brodie and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board Report and of the Minority Report were as follows:—

Report of Board

In the matter of Bendix-Eclipse of Canada Limited, Windsor, Ontario (Employers), and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America (Employees).

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

Sir:

1. The Board of Conciliation appointed by you pursuant to P.C. 1003 to deal with the matters in dispute between the above named parties held a meeting at Windsor on the 10th day of August at which the Company was represented by Mr. Gordon Dickson, as Counsel, Mr. Stephen A. Fanning, Treasurer and Acting Manager, and Mr. M. A. Mephem, Personnel Manager, and the Union by Mr. Drummond Wren, Educational Director and Mr. Sol Ross, Mr. M. Cumming and Mr.

M. Yovovich, the Bargaining Committee, Mr. Ross being the Chairman of said Committee.

2. The Union carried out its organizational activities among the Company's hourly rated employees throughout the year 1942. In February of 1943 a vote was taken under the supervision of the Ontario Department of Labour on the question of selecting bargaining representatives. The result of the vote was that of 545 employees eligible to vote 350 voted in favour of the Union and 150 against. Following the vote negotiations between the Company and the Union were carried on and a collective bargaining agreement was reached on February 28, 1943.

3. The agreement contains provisions for amendment or termination on certain notice and for automatic renewal in case no notice of termination is given. Amendments were agreed upon in February, 1944. As so amended the agreement of 1943 is still in full force and unless amended by mutual consent or by compliance with this Board's recommendation will continue in force until the 28th of February, 1946.

4. Further negotiations for the amendment of the agreement pursuant to the provisions regarding amendments were carried on in the months of February and March of this year and agreement thereon was reached on six points of varying degrees of importance. On three important matters on which the Union sought the incorporation of new terms in the agreement no accord was reached. The subjects so left unsettled were those of:—

1. Arbitration
2. Union shop
3. Check off.

ARBITRATION

5. The dispute under this heading relates to the clauses in the grievance procedure code dealing with arbitration. Under the collective bargaining agreement various steps are defined under any one of which the settlement of a grievance may be effected. If, however, no settlement is reached throughout these earlier stages, there is provided the final step of arbitration. The arbitration is to be by an impartial umpire agreed upon by both parties if possible but if not possible then to be selected by the Minister of Labour for Ontario.

6. Many alleged grievances have gone through one or more of the stages prescribed in the grievance procedure of which all but four were settled without resort to the final step of arbitration and in these four the decision of the umpire was accepted by both parties. This is a very enviable record for the settlement of grievances and speaks well for the relations between Union and Management in this plant.

7. The Union points out that while in the past three years this grievance code has worked satisfactorily it has an inherent defect in that section-7 (e) contains a provision which enables the Company to ignore or reject the decision of the umpire. That clause reads as follows:—

The parties to the grievance may, but need not elect to be bound by the decisions of the umpire.

The request of the Union is that this clause be struck out and thus make any condition that an employee alleges to be a grievance, a matter for the final and binding decision of an impartial umpire. While the Union does not claim that with regard to this Company such defect has occasioned harm in the past, during a time when labour had an ever-expanding market, it fears that in a contracting labour market Management might be inclined to take a less co-operative attitude.

8. The Company's objection is two-fold. First: that the present agreement on this point has worked so well that it should be permitted to continue. Second: that there are a number of subjects on which Management, as a matter involving the ability of the Company to continue in business, must have the deciding voice and that on such matters it should not be compelled to submit to the decisions of an umpire however well intentioned.

9. On a perusal of many collective bargaining agreements we find that nearly all contain provisions reserving the decision on many subjects to Management.

The agreement now the subject of amendment has such provisions. It would thus seem

to us that it is conceded by the majority of representatives of labour that some such reservations may properly be made.

The difficulty that this Board finds is that the reservations to the absolute discretion of Management are so wide that they cover the great majority of subjects upon which disagreements between labour and management are likely to arise.

10. We do not feel that we should undertake the difficult task of determining how much narrower should be the field reserved to Management and consequently how much wider the field left to arbitration. We do, however, think that a step would be made in the right direction if the provision quoted in paragraph 7 above should be deleted from the agreement and the following inserted in its place, viz:—

The parties to the agreement shall be as to all matters not reserved to Management by sections 2 and 3 be bound by the decision of the umpire but in matters so reserved neither party is to be so bound.

We therefore recommend the amendment of the agreement accordingly.

The matter of amendment of the reservation to Management we think should stand to be taken up directly between the parties on the next negotiation of an agreement in case the operation of the grievance procedure during the remainder of the life of the contract should be less satisfactory than in the past.

UNION SHOP AND CHECK OFF

11. These two claims of the Union are so closely connected that they may advantageously be dealt with together. The vote taken in 1943 showed 350 for and 150 against the Union. While the affirmative vote was greatly preponderant we do not regard the substantial negative vote as being necessarily or probably hostile to the Union. In the light of the representations we have heard we regard it more as an expression of satisfaction with things as they were. We are of opinion that such employees as took that stand should not be forced at the expense of losing their jobs to join the Union.

We do, however, feel that the members of the Union who as employees procured the selection of the Union as bargaining agent should continue to remain members during the life of the contract.

We are, also, of the opinion that all employees who have since become or who may during the life of the contract become members of the Union should remain during the life of the contract.

We, also, are of the opinion that as a further indication of the good will of Management towards the Union there should be conceded

a check off of Union dues and assessments of such members.

12. We, therefore, recommend that there be substituted for section 4 of the present agreement the following:—

Freedom of Choice and Union Security

4. (a) Employees of the Company are free to join any union or association of their choice and are equally free not to join any union or association provided, however, that every employee who is a member of the union at the date of the execution of this agreement shall be deemed to agree to remain a member in good standing of the union during the currency of this agreement.

(b) Any employee who during the currency of this agreement becomes a member of the union shall be deemed to agree to remain a member of the union during the remainder of the term of the agreement.

(c) The union shall furnish an alphabetical list of its members who are employees of the Company to the Secretary of the Company as soon as convenient after the execution of this agreement and shall furnish a similar list each calendar month thereafter on or before the fifth day of each such month and shall set out in such list the amount of the union fees, dues and assessments lawfully payable by each employee so listed.

(d) The Company will deduct from the wages earned by each employee so listed between the time of the receipt of such list and the 25th day of the month in which it is received the amount shown by such list as owing by him to the union for fees, dues and assessments and shall on the said 25th day of the month remit the same to the Secretary-Treasurer of Local 127 of the union.

(e) The phrase "currency of the agreement" in this section includes the term of any renewal of the agreement while the union continues to be the bargaining agent of employees of the Company.

We do not think that Management will find the operation of the above stipulation irksome. If it does, the way out is open to the Company at the end of any contract year by giving the necessary notice.

All of which is respectfully submitted.

Dated at Windsor, Ontario, the 8th day of September, 1945.

(Sgd.) J. J. COUGHLIN.

Chairman.

(Sgd.) BORA LASKIN.

Minority Report

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, as amended, and in the matter of Bendix Eclipse of Canada Limited and Local 195, United Automobile Aircraft and Agricultural Implement Workers of America (UAW-CIO).

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour for Canada.

SIR:

After hearing the parties at the sittings of the Board held at Windsor on August 10th,

my fellow members, His Honour Judge J. J. Coughlin, Chairman, Mr. Bora Laskin, employees' nominee, and myself, employer nominee, conferred to consider our report. I am in substantial agreement with my fellow members as to preceding events and the principal facts. I assume those matters, as well as the attendances by the parties, will be adequately dealt with by their report, therefore, I propose to make only brief reference to same. It is apparent, however, that I am not in agreement with the other members of the Board as to the disposition of the main items upon which the parties have not come to an agreement, and as to which we heard representations, as follows: Union Shop; Deduction of Union Dues; and Finality of Arbitration Clause. I accordingly submit my separate report on the basis indicated.

JURISDICTION

Mr. Dickson, Counsel for the employer, took similar objection to the jurisdiction of this Board to make recommendations as to inclusion of so-called "union security" provisions as was taken by him on behalf of the employer in the Gotfredson Limited case wherein my present fellow members and myself comprised the Board, and with respect to which we reported in July, 1945. I will re-state that objection as briefly as possible:—

It is the duty of a Board constituted under P.C. 1003 ("the Regulations"), and its power is restricted, "to endeavour to effect an agreement between the parties on the matters on which they have not agreed" and to "report the result of its endeavours and its findings and recommendations to the Minister. . . ." (Sec. 13 (2)). The agreement so to be effected is, of course, a collective agreement which is defined as "containing provisions with reference to rates of pay, hours of work, or other working conditions;" (Sec. 2 (D)). Application of the ejusdem generis rule to the phrase "or other working conditions", having regard to the specific words preceding—"rates of pay" and "hours of work" does not warrant recommendation of inclusion of "union security" clauses in a collective agreement.

Reference was made to the functions of a Board appointed under The Industrial Disputes Investigation Act, being to settle a "dispute" between the parties and report thereon (Sec. 24/25 of Act). A dispute is defined as being a difference between employer and his employees "as to matters or things affecting or relating to work done, or to be done by him, or as to privileges, rights and duties of employers or employees. . . . , and, . . . includes all matters relating to. . . ."

(iv) Claims on the part of. . . . any employee as to whether, and if so, under what circumstances, preference of employment should or should not be given to one class over another of persons being or not being members of labour. . . . organizations. . . . " (Sec. 2 (d) of Act).

Operation of the Act is suspended by the Regulations, however, the scope given to Boards functioning under the Act to deal

with "union security" matters (Sec. 2 (d) (iv) of Act) is not conferred upon a Board functioning under the Regulations. It was urged, therefore, that a change in the law in that respect must therefore have been intended by the framers of the Regulations.

Reference was also made to prohibitions against an employer contributing financial or other support to a union—or by any means compelling an employee to continue to be a member of a trade union. (Sec. 19 (1), (2) (c), of Regulations). It was urged that inclusion in a collective agreement of provisions for deduction of union dues, requirement for union shop, or similar matters, are in contravention of the prohibitions mentioned.

In my view the objection to jurisdiction so taken on behalf of the employer is sound. This doubt as to jurisdiction has been recognized in recent reports by members of some other Boards similarly constituted. Where there is genuine doubt as to jurisdiction, the Board should be careful to confine its recommendations within the proper scope of its authority. I accordingly must decline to make recommendation for inclusion of "union security" provisions in the collective agreement.

MERITS

The experience in collective bargaining between the parties extends back only to February, 1943, when an agreement was entered into following a vote where it was stated the union obtained a majority of about 67 per cent of the unit.

The employer was then engaged almost entirely in production for military use with many new employees, the unit then being comprised of about 500 employees, which is contrasted with the present number of approximately 200 and a normal peace time number of 150-175 employees. The agreement of February, 1943 (with slight amendments effected in February, 1944) is still in force and was only in force less than two years when the request for amendment was made in January, 1945, which resulted in the appointment of this Board. One hundred and seventy employees of the company are presently absent on Active Service, which approximates the normal number of peace time employees.

The employer company is engaged in the automotive industry and apparently, with a few very minor exceptions (as to extent and number of employees affected) "union security" provisions have not been included in collective agreements in that industry which is concentrated in this community.

The union herein is a voluntary association and is not a legal entity and I entertain grave doubts as to whether any effective remedy is available to the employer in the event the union failed to observe the obliga-

tions of contractual character arising out of the "union security" privileges now requested; furthermore I am not satisfied that the internal affairs of the union, particularly with respect to termination of union membership of employees, amount of union dues or assessments, application of and accounting for moneys of the union, or similar matters, are under proper public supervision or control, consistent with ensuring discharge of the obligations to its members and the public, arising out of operation of the "union security" provisions.

The provision for deduction of union dues and assessments would not be subject to any effective safeguard to the employees with respect to amount or frequency of levy and in any event in my view is primarily a matter of internal arrangement between the union and its members.

The relationship between the employer and its employees seems to be on a reasonably satisfactory basis and this relationship should improve as the parties acquire more experience, over a longer period, in collective bargaining. I do not believe that relationship would be improved, but rather would become worse, in the event of inclusion of "union security" provisions in the agreement.

For the foregoing reasons, and bearing in mind the continued absence in the Armed Forces of a number of employees approximating the total number of its anticipated normal peace time payroll, I feel obliged to decline to recommend the inclusion in the agreement of any of the proposed "union security" provisions.

FINALITY OF ARBITRATION CLAUSE

The union requests an amendment to the present arbitration clause, 7(e) of the agreement, which provides that the parties need not be bound by the decision of the umpire (being the final step in the grievance procedure) and ask that the decision of the umpire be final and binding with respect to all grievances.

The employer has previously offered, and is still agreeable to the inclusion in the agreement of an arbitration clause in conformity with the clause as specified by Wartime Labour Relations Board (National) in the Dominion Forge case. That formula would provide final and binding arbitration with respect to disputes "concerning the interpretation of the agreement or the violations thereof". I think that under such a clause nearly all grievances could be finally determined and that the same would be satisfactory in practical operation. I believe that it must be recognized that the employer has a heavy responsibility to endeavour to meet

competition, and to carry on and develop its business opportunities and that it is in the ultimate interest of both the employer and the employees that within that restricted sphere decisions of management should not be subject to review by an umpire who, at best, would have only a very superficial knowledge of the employer's products, methods of production and business policies. I therefore think that the arbitration clause as proposed by the employer should be accepted by the union.

In addition to the foregoing major points upon which the parties had not been able

to agree, there were also some other points which were apparently of comparatively minor importance and with respect to which the parties did not make any particular representations to the Board and which, I believe, they tacitly recognized could best be settled between them if they came to an agreement as to the major items as noted. I have, therefore, not attempted to deal in my report with those minor items.

All of which is respectfully submitted.

(Sgd.) D. M. BRODIE,
Member.

Report of Board in Dispute between Bralorne Mines, Limited, Bralorne, B.C., and Bralorne Miners' Union, Local 271

On September 19 the Minister of Labour received the report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows:—Mr. J. A. Grimmett, Vancouver, Chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. Edward Campbell of Trail and Malcolm MacLeod of Vancouver, appointed on the nomination of the employer and employees respectively.

The text of the Board's reports and of the minority report was as follows:—

Report of Board

In the matter of the dispute between Bralorne Mines Limited (N.P.L.), Bralorne B.C. (employer), and those employed by Bralorne Mines Limited (N.P.L.), Bralorne, B.C. (employees).

The Parties arrived at an agreement but there were two Clauses in the proposed written agreement to which the Company objected. These clauses related to what is commonly called "check-off" and "maintenance of membership". The Board heard the evidence of several employees of the Mine at Lillooet on the 26th of June last and it was abundantly clear that the most cordial relations had for some years past existed between the mine management and their employees.

The only reason advanced on behalf of the Employees for the insertion of the two aforesaid mentioned clauses, was that the Company would be evidencing good faith if it agreed to the inclusion of these clauses in the agreement.

The Company, however, strenuously objected to entering into any agreement containing such clauses mainly on the ground that the Union was a comparatively new Union and the management felt that the application of

the men was premature. I am inclined to agree that, at the moment, this is the correct attitude, having in view, the fact that there are a number of previous employees of the mine who have been serving with His Majesty's Forces and that on their return to their employment which will now be a comparatively short time, that they should also have a voice with regard to the matters in dispute between the Company and the Employees.

At first, I felt that it was somewhat unreasonable on the part of the management that they should not agree to a check-off, as there are at least twelve different forms of check-off now prevailing, but on further consideration. I feel that the application of the men is premature.

I am also of the opinion, having regard to the evidence of the employees, that there is no necessity for the inclusion in the agreement of the clauses objected to and in this regard I adopt the language of Professor Bora Laskin of Toronto University in the matter of Conciliation of Lakeshore Mines Limited and Kirkland Mine and Mill Workers Union, Local No. 240, viz: "While I regard the check-off as an aid to Union stability which is important to good collective bargaining, I do not think that it should be made the means of initiating that stability saving perhaps cases where it appears that an employer's unfair labour practices have prevented a Union from establishing itself on solid footing".

Before concluding, I would like to accentuate what I have said about the feeling between the Employers and the Union officials and also to thank both the management and the Employees for their very pleasant attitude and assistance throughout the hearing of the Conciliation Board.

Respectfully submitted,

(Sgd.) J. A. GRIMMETT.

I concur on the above decision.

(Sgd.) E. CAMPBELL.

Minority Report

In the matter of the "Wartime Labour Relations Regulations Act" and in the matter of negotiations for a proposed collective agreement between Bralorne Mines Ltd. (N.P.L.) and certain of its employees, namely, those employed by Bralorne Mines Ltd., Bralorne, B.C.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Dear Sir:

As I find myself unable to agree in all the findings and recommendations of the majority of this Board, I am submitting a separate report.

Both the officials of the company and the Union, had, in an effort to conclude a collective agreement, negotiated for over one year. This gave me the impression that both parties were seriously anxious to place their differences before a Board in the spirit of conciliation.

Spokesmen for the Company however, very definitely made it clear that they would have nothing to do with the disputed clauses providing for voluntary check-off and maintenance of membership referred to in the conciliation officer's report.

It was further made clear by the Company representatives that they would not agree to either of these two clauses, even in the event of a unanimous or majority recommendation of the Board.

Their attitude very definitely barred even the consideration of modification, thus eliminating the spirit of conciliation.

The Company set out to prove they always had the best of relations with their employees, and particularly the members of the present union executive. The whole of the executive (eight in number) gave evidence before the Board positively asking for the two clauses. Therefore, there appears little sense to the management's claim in respect to their share of the excellent relations, or the claim of the Company that the Union's request is premature. In support of this last contention I will submit a few facts brought out in the evidence.

The entire executive average eight to ten years service with the Company; and a much bigger average in mining. The Company has had the experience of Unions at Bralorne for approximately ten years. So the Union is not a new innovation, neither are the leaders who have been members all this time. It was these men who were mainly responsible for bringing the Union and also its present affiliation to Bralorne.

To-day they receive the appreciation of the management for their long service and stability. A vote was taken of the entire working crew as to whether or not they wanted maintenance of membership and check-off. The result was 108 to 8 in favour of the clauses being included in an agreement. It was pointed out the system of check-off was used extensively, covering everything from rent on the Post Office box to a sandwich over the lunch counter, also the doctor and the hospital etc., etc.

The receiver of these goods and services realizes they must be paid for; so in a community of this size where everyone works for the same Company, the check-off serves the purpose admirably. There are no objections since it obviously appears to be the most suitable.

By the same token the members of the Union—practically 100 per cent, and a most important organization in the community, ask for a VOLUNTARY check-off—but are refused. The whole community regard such refusal to be plain discrimination, since the Union is singled out for treatment different to any other group or individual asking the same thing for any other purpose. Britannia and Premier, also Nanaimo and Cumberland in coal, are very comparable places where check-off (and in the latter two) full union shop is obtained.

Much ado was made by the Company representation, who championed the cause of individual freedom in objecting to the inclusion of maintenance of membership, heavy emphasis being applied to the idea that a returning serviceman should not be compelled to join a Union. To the civilian or serviceman, and the latter knows full well what unified action means, it is elementary logic that he must join in union with others to hold his freedom. If he refuses to join the Union to collectively bargain he endangers the freedom of his fellow workers. In this case 100 against 8 are desirous of making their decision into a contract, and take measures to protect it. Surely individual freedom cannot take precedence over, or make jest of collective freedom.

The International Mine, Mill and Smelter Workers' Union has a splendid war record and carried through a wartime pledge not to strike. The argument of the Company confirms the responsibility of the local Union. An agreement on the two clauses under dispute offers the basis of greater cooperation. It should be pointed out there is no danger of interference; since there is no jurisdictional claim by any other union in the country in this industry.

The members of the Board, Union and Company representation all gave splendid co-operation in obtaining the evidence brought to the hearings. The evidence did convince me that the Company has no valid reason for refusal in signing an agreement including clauses providing maintenance of membership and check-off. My recommendation is that the two clauses should be accepted by the Company in an agreement.

I am in complete disagreement with the majority members of the Board. In my opinion they did not give the whole volume of facts at our disposal, a thorough con-

sideration. The fact that the strongest reasons for refusal put forward by the Company were "Premature" and to allow returning servicemen and others an opportunity to have a say, is a flimsy excuse.

If it is not, and since now the Company will soon be able to realize its labour requirements—it should be taken for granted that when such a situation exists, and upon a majority vote of their employees the clauses they now reject will become acceptable.

Respectfully submitted.

(Sgd.) MALCOLM MACLEOD.

Report of Board in Dispute between Canadian Automotive Trim, Limited, Windsor, Ont., and Local 195, International Union, UAW-CIO

On September 13 the Minister of Labour received the report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: His Honour Judge E. A. Shaunnessy, Sandwich, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. David M. Brodie of Windsor and Bora Laskin of Toronto.

The text of the Board's report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and of a dispute between Canadian Automotive Trim, Limited, Windsor, Ontario (Employer), and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), Local 195 (Employees).

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour.

The Conciliation Board appointed by you to endeavour to effect an agreement between the parties has concluded its deliberations and is now prepared to make its report.

At the hearing we were attended by Mr. G. P. Dickson, Mr. J. C. Montgomery and Mr. P. E. Church, solicitor, general manager and comptroller respectively of the employer, and by Mr. G. R. Foley, Mrs. Kent and Mrs. Smith, international representative, chairman of the bargaining committee and committee woman respectively of the employees. We have also had the benefit of written memorandums submitted by both parties. We wish to thank all parties for the manner in which they presented their respective cases.

The Board has not been able to effect an agreement between the parties, although the matters in dispute have been narrowed down

to the question of whether or not the whole or any part of the clauses hereinafter set forth should be inserted in the agreement between the parties.

The employees ask and the employer objects to the following clauses:—

1. The company agrees that employees who are members of the union, or who may become members of the union and, as such, having accepted this contractual obligation, remain in good standing.

2. The company will deduct from the pay of each member of the union covered by this agreement, all union initiation fees, dues and assessments.

3. All deductions shall be made during the first pay period of each calendar month.

4. Assessments must be first approved by the International Union before deductions shall be made therefor. The Union will give the company notice of its approval of assessments.

5. All sums deducted shall be remitted to the Secretary-Treasurer of the Local, U.A.W.-C.I.O. not later than the twenty-fifth (25) day of each calendar month, in which such deductions are made.

6. The company and the union will work out a mutually satisfactory arrangement by which the company will furnish the Local Union Secretary-Treasurer with a monthly record of those for whom deductions have been made, together with the amounts of such deductions.

13. An employee on the seniority record who is elected to a permanent position in any labour activity of the union shall be granted a leave of absence for one (1) year, and on application by him within such year, shall be re-employed at his own or similar work, if such is available, without affecting his position or the seniority record. Upon application by the employee made within

thirty days (30) before the expiry date of such leave of absence, the company will consider the granting of an extension thereof upon similar terms.

For the employer it was contended that the Board had no jurisdiction to deal with union security clauses as such clauses were not provisions with reference to rates of pay, hours of work or other working conditions, words used in defining "collective agreement" in the Regulations. The Board, considering the words "but this subsection shall not be construed to prohibit the inclusion of any provision in a collective agreement" at the end of Section 20 (1) of the Regulations, is of the opinion that this contention is not well founded.

In view of the closeness of the vote to elect the bargaining representatives of the employees, 107 votes for and 80 votes against the union, and the absence of proof that the union has progressed as contended on its behalf, or even maintained itself, denied by the employer, the Board is not convinced that the union has sufficient strength to warrant the inclusion of union security provisions in the agreement and this Board does not recommend the inclusion of the same.

This Board is also of the opinion, because the employer has both union and non-union employees, that deduction of union initiation fees, dues and assessments would entail a great

deal of extra work and expense for the employer, and does not recommend inclusion of provisions therefor in the agreement.

This Board is further of the opinion that the request of the employees for a leave of absence provision is a reasonable one, and recommends its inclusion in the agreement.

Summing up, our recommendations are that proposed clauses numbered 1 to 6 inclusive be not included, and that proposed clause numbered 13 except the last ineffective sentence thereof be included in the agreement.

It is to be understood that the employer's nominee concurs in this report on its merits, but not in the conclusion that the Board has jurisdiction to recommend the inclusion of union security provisions.

It is also to be understood that the employees' nominee concurs in the conclusion of the Board that it has such jurisdiction, but not in its recommendation on union security provisions on the merits.

All of which is respectfully submitted.

Dated at Windsor, Ontario, this tenth day of September, 1945.

(Sgd.) E. A. SHAUNESSY,
Chairman

(Sgd.) D. M. BRODIE,
Employer's Nominee

(Sgd.) BORA LASKIN,
Employees' Nominee

Report of Board in Dispute between Chrysler Corporation of Canada, Ltd., Chatham, Ont., and Local 127, International Union, UAW-CIO

On September 15 the Minister of Labour received the report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: His Honour Judge J. J. Coughlin, Sandwich, Chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. J. A. McNevin and Bora Laskin.

The text of the Board's report and of the minority report was as follows:—

Report of Board

In the matter of Chrysler Corporation of Canada, Limited (Employers), and Local 127, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (Employees).

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

Sir:

1. The Board of Conciliation appointed by you pursuant to P.C. 1003 to deal with the

matters in dispute between the above named parties held a sitting at Chatham on the 29th of June last at which the Company was represented by Mr. J. B. Aylesworth as counsel and by the following officers of the Company, viz: Mr. R. S. Bridge, Vice-President; Mr. J. H. Hickey, Service Manager; Mr. A. F. McDonald, Director Industrial Relations, Windsor Plant; and Mr. J. F. Mugan, Director Industrial Relations, Chatham Plant and the Union by Mr. Drummond Wren, Educational Director, Mr. Jerry Foley and Mr. Roy Brown, International Representatives and Mr. Alexander Everett, Chairman of the negotiating committee of the Local. Meetings of the Board were later held at Windsor at which further representations made in writing by both parties were considered.

2. The Union carried out its organizational activities among the Company's hourly rated employees in its Chatham plant in 1942. Having the support of between 70 and 80 per cent of the employees affected it became bargaining agent and concluded a collective bargaining agreement with the Company on the 23rd of November, 1942.

3. The agreement contains provisions for amendment or termination on certain notice and for automatic renewal in case no notice of termination is given. Amendments were agreed upon in December, 1943. As so amended the agreement of 1942 is still in full force and unless amended by mutual consent or by compliances with this Board's recommendation will continue in force until the 30th of November, 1946.

4. In the somewhat protracted negotiations for amendments commencing as far back as October, 1944, the final stumbling block to an accord was subject of Arbitration and Union Security. On the proceedings before this Board both parties agreed that the Board should confine itself to the consideration of these two questions.

ARBITRATION

5. The request of the Union is that provision for the settlement of all grievances by an impartial umpire selected by the Minister of Labour for the Province of Ontario should be made in the agreement and that the decision of such umpire shall be final and binding.

6. The counter proposal of the Company is that it will consent to the inclusion of such a clause limiting the subjects of the arbitration to "interpretation and violations" of the collective agreement.

7. It is readily apparent that with respect to this subject a great gulf separates the two positions. The Union wants every complaint whether well founded or ill founded to be treated as a grievance and if not settled at an earlier stage finally submitted to an impartial umpire. The Company is adamant in refusing to entrust to any authority beyond its own control so great a power but will submit to arbitration any question as to what the contract means and as to whether or not it has in any respect failed to observe its provisions.

8. In the contract of 1942 now current there are a wide group of subjects expressly reserved to management with respect to any of which an employee may allege he suffers a grievance and may take his complaint first to his foreman, secondly to the superintendent and finally to management representative. The contract secures him the right to make application for redress of any real or fancied grievance to these three different representatives of the Company of ascending authority. It in effect makes the employees say: "If I cannot get redress from the Company in these three steps, I either have no

real grievance or I will be content to go without redress".

9. The Company alleges that there have been many appeals under this provision. That 18 were allowed by foremen, 2 by the superintendent and 9 by management's representatives, a total of 29. It claims that where there was a genuine grievance it was remedied and only where the alleged grievance was imaginary was the appeal rejected.

10. On the other hand, the Union says that 23 appeals were rejected by foremen, 6 by the superintendent and 82 by management, a total of 113, of which 59 were for wage increases. The Union claims there was merit in all these rejected grievance claims. It does not say that all should have been allowed, but, does claim that so great a preponderance of rejections to allowances proves that an impartial attitude was not taken in many instances.

11. No effort was made by either party in the proceedings before us to prove the validity of the respective allegations and we are wholly unable to determine which assertion is nearest the actual facts. It is possible that every claim rejected by the Company was properly rejected. However, in view of the fact that all grievances have in common the implication that the Company has done something that it should not do or omitted to do something which it should do and in view of the further fact that all decisions are rendered by officials of one grade or another of the Company whose conduct is impugned it is altogether likely that at least in doubtful cases and perhaps in others the decision goes against the complaining employee.

12. We are firmly convinced that this is the honestly held opinion of the great majority of the employees in every industry where this restrictive form of grievance procedure is in operation. It thus happens that with every rejected appeal whether justly rejected or not there is one man who thinks he has not had a fair deal. His friends among his fellow employees, particularly if they know his side of the case and not the Company's, will probably take the same view. Thus as week by week and month by month there issues an ever mounting total of rejected appeals accompanied by an ever increasing number of disaffected employees there comes a time when conditions become ripe for the exercise of labour's last remedy, the strike.

13. It cannot be denied that on many occasions the strike weapon has been effectively used to force capital to remedy in-

tolerable conditions in industry. Neither can it be denied that in other cases the same weapon has been used to coerce capital to yield to unjustified demands. It seems to us that it should be the aim of every authority having to do with problems of industrial relations to seek that solution which will prevent the existence of conditions which might lead to a justifiable strike and likewise to avoid the creation among the employees of an industry or in the community where the industry is operated an atmosphere favourable to the success of an unjustifiable strike. In the recommendations we make in this report this will be a prime consideration.

14. Now, reverting to the Company's proposed stipulation on arbitration whereby it agrees to be bound by the decision of an umpire on all questions involving the interpretation or breach of the collective agreement, we find that under the heading of "Reservations to Management" are two sections reading as follows:—

2. The union recognizes the right of the company to hire, promote and demote, transfer, suspend or otherwise discipline and discharge any employee, subject to the right of the employee concerned to lodge a grievance in the manner and to the extent herein provided.

3. The union further recognizes the undisputed right of the company to operate and manage its business in all respects in accordance with its obligations and to make and alter from time to time rules and regulations to be observed by employees, which rules and regulations shall not be inconsistent with the provisions of this agreement.

15. It will thus be seen that in the description of things reserved to management are practically all of the things that can be the subject of disagreement between employer and employee. It follows that the provision suggested by the Company leaves outside of the field of arbitration nearly all the disputes that lead to strike conditions. It therefore fails to meet the primary requisite set out above.

16. What is the alternative? We find that clauses making reservations to management are present in nearly all collective bargaining agreements. It would therefore seem to be conceded by labour representatives that there are some subjects upon which management should not be bound to accept outside decisions, even those of an impartial umpire. We do not feel that we can assume the task of determining to what extent the above sections 2 and 3 should be cut down so as to enlarge the scope of arbitration to the highest possible degree consistent with proper reservations to management. The decision on so important a matter is not in our opinion

properly one for a Board of Conciliation dealing with one single industry but should be dealt with by an authority before whom representations from all branches of industry and all sections of labour might be made. A formula recommended by such an authority might well be treated as a standard stipulation to be inserted in all collective bargaining agreements. Pending the arrival of the time when this or some other satisfactory solution of this very difficult problem can be found we present the following recommendation.

17. We recommend that the current agreement be amended by adding after section 7 subsection (g) the following subsections, viz:—

(h) If management's decision be not satisfactory to the employee concerned he may by serving written notice of appeal on management's representative either direct or through the plant committee within five working days of the delivery of the decision, appeal therefrom to an impartial umpire to be selected by the two parties to the grievance or if such parties fail to select the umpire within five working days of the receipt by management's representative of the notice of appeal, then to an impartial umpire selected by the Minister of Labour for the Province of Ontario.

(i) In all matters not hereinbefore reserved by sections 2 and 3 exclusively to management the decision of the umpire shall be final and binding on both parties. In all matters so reserved to management the company may in its discretion adopt in whole or in part the umpire's decision or may wholly disregard it.

18. One effect of the insertion of this amendment would be to make the conditional "no strike" provision in section 12 of the agreement absolute in the case of all matters in respect of which the decision of the umpire is made final and binding on both parties. With regard to the wide range of decisions reserved to management it may be said that it is folly to provide for an arbitration on matters with respect to which one of the parties is not to be bound by the award. We do not agree with this. In industrial disputes the general public is often very vitally interested. Where a strike is threatened or declared the attitude of the public may often determine whether it shall be a success or a failure. In our opinion the report of an umpire when given publicity should play a very important part in the formation of public opinion. We feel that both management and union will be hesitant about taking positions likely to lead to an adverse report by an umpire and that therefore the suggested provision will serve a useful purpose.

UNION SECURITY

19. The Board is of opinion that the day of collective bargaining is here to stay. It is

also of the opinion that of existing organizations the labour union is the best equipped to protect the interests of the industrial worker and is therefore the right kind of collective bargaining agent. We further are of opinion that among labour unions that one will best serve the interests of its members which is governed by men of judgment and moderation and not by extremists. We feel that no single influence is more important in bringing about the condition where men of the former rather than the latter type shall govern any union is the friendly and co-operative attitude of management towards that union.

An important step towards signaling such an attitude by the Company would be its adoption of the recommendation set forth in paragraph 20.

It is argued on behalf of the Company that it is no part of the function of management to assist in solving the problems of the union. As a matter of legal obligation this argument is correct. But we do not look upon this as a matter which should be determined on the basis of strict legal rights or obligation. In the forefront of industrial relations are two groups of men. One group is chosen for its ability to produce returns for capital. This group composed of officers of the Company is collectively referred to as management. The other group is chosen for its ability to secure satisfactory wages and working conditions for labour. This group composed of officers and committee men of the Collective Bargaining Representative is herein referred to as the union. The total wealth produced by the industry is shared by the individuals whom these two groups represent. We can see no reason why either group should be indifferent to the problems of the other. Where it is in the power of one group, with little trouble and no financial loss, to assist the other group, the refusal to so assist is the mark of an unfriendly and no-co-operative attitude.

Therefore as a mark of good will, costing the Company nothing and placing a burden only on those of its employees who have asked or who will ask for it we recommend that there be substituted for section 4 of the current agreement the following, viz:—

20. Freedom of Choice and Union Security.

4 (a) Employees of the Company are free to join any union or association of their choice and are equally free not to join any union or association provided, however, that every employee who is a member of the union at the date of the execution of this agreement shall be deemed to agree to remain a member in good standing of the union during the currency of this agreement.

(b) Any employee who during the currency of this agreement becomes a member of the union shall be deemed to agree to remain a member of the union during the remainder of the term of the agreement.

(c) The union shall furnish an alphabetical list of its members who are employees of the Company to the Secretary of the Company as soon as convenient after the execution of this agreement and shall furnish a similar list each calendar month thereafter on or before the fifth day of each such month and shall set out in such list the amount of the union fees, dues and assessments lawfully payable by each employee so listed.

(d) The Company will deduct from the wages earned by each employee so listed between the time of the receipt of such list and the 25th day of the month in which it is received the amount shown by such list as owing by him to the union for fees, dues and assessments and shall on the said 25th day of the month remit the same to the Secretary-Treasurer of Local 127 of the union.

The Board is given to understand that such a stipulation is either wholly absent from or at least very rarely appears in agreements negotiated in this area. Provisions going considerably further are common in other industrial regions. We are hopeful that a trial will prove it to be a real benefit in the improvement of relations between this Company and the Bargaining Agent of its employees.

Respectfully submitted this 8th day of September, 1945.

(Sgd.) J. J. COUGHLIN.

(Sgd.) BORA LASKIN.

Minority Report

In the matter of Chrysler Corporation of Canada, Limited (Employers), and Local 127, International Union, United Automobile, Aircraft and Agricultural Implementation Workers of America (Employees).

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR:

With regret I find myself unable to concur in the Report and recommendations which my Colleagues on the Board are submitting to you. I agree with them that the two matters under discussion were (a) Arbitration and (b) Union Security.

(a) ARBITRATION

The difference between the Union and the Company in regard to Arbitration is simple. The Union asks that all matters of Grievances be submitted to an Impartial Umpire whose decision should be final. The Company contends that two matters only, namely (a)

interpretation of the agreement or (b) violation of the agreement, should be matters that would finally reach the Impartial Umpire. As I see the matter this Board is not to make a new agreement for the parties but to take the agreement as it has been settled up to this date and recommend a clause regarding Arbitration. It would, therefore, seem that the agreement should take care of all matters between the parties and the added clause regarding Arbitration should be limited to Arbitration in respect of matters covered by the agreement. By the agreement certain rights are reserved to Management and the agreement provides that in these matters a Grievance may be filed and the matter dealt with through the various stages but ending with the final decision of Management. This, in my opinion, is as it should be. There may be many matters not mentioned in the agreement which should be there and I could concur in the suggestion of the other members of the Board that on the next negotiation for a contract these things might be better defined. Having regard, however, to the agreement as it stands and to what I regard the duty of the Board, namely to recommend a clause dealing with Arbitration, I think that the clause submitted by the Company limiting the calling in of an Official Umpire to matters of interpretation of the agreement or violation of the agreement is fair and just and I would recommend the inclusion of such a clause in the agreement.

(b) UNION SECURITY

Local Number 127 has been appointed the Bargaining Agent of the employees of the Company. It is so recognized by the Company and negotiations have been carried on between that Agency and the Company. A large percentage of the employees of the Company are members of that Union. The Union, however, now asks the Company in effect to compel these members to continue to be members of the Union and asks in effect for a provision that if they fail to remain members of the Union that they be dismissed as employees of the Company. In my opinion Local Number 127, as the Bargaining Agent for the employees, should be free to make any contracts necessary with the employees and make any provision for penalties or otherwise to provide that the men shall continue to be members of that Union. To ask the Company, however, to dispense with the services of any of their men for no other reason than that they ceased to remain members of the Union is something that no Company should be asked to do. I, therefore, find myself unable to agree with the recommendation made by the other members of the Board even though I agree that the recommendation they make is in a very modified form and considerably less than the Union demanded.

All of which is respectfully submitted.

Dated at Chatham, Ontario, this 17th day of September, 1945.

(Sgd.) J. A. McNEVIN.

Report of Board in Dispute between Dominion Fabrics, Ltd., Dunnville, Ont., and Local 21, Textile Workers' Committee

On September 1 the Minister of Labour received the report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: Dr. Alexander Brady, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board; Messrs. James McLennan and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and Dominion Fabrics, Ltd., Dunnville, Ont. and Textile Workers Committee, Local 21.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

SIR:

The Board of Conciliation appointed by you in the above matter begs to submit its report.

The Board met and heard evidence from the parties in Toronto. The Company was represented by Mr. Thomas Camelford, President, Mr. E. D. Kelly, Personnel Manager, and Mr. R. V. Hicks, Counsel. The Union was represented by Mr. Jack Robinson.

The Union was certified in October, 1944, and since then negotiations for a collective agreement have taken place at different intervals. Agreement was reached upon all matters except the two pertaining to seniority which were submitted to the present Board for conciliation:—

(i) The Company sought separate seniority lists for male and female workers. The Union desired a single list for both sexes.

(ii) The Company found unacceptable the general Clause of the Union on seniority,

and submitted instead a clause which read: "Provided that in the opinion of the Company, there is equality of skill, competence and efficiency and, subject to the limitations of section 3 hereafter, the last employee hired shall, in case of lay-off, be the first laid off. Similarly, the last employee laid off, shall be the first re-hired." The Union would accept this clause on the condition, however, that the words "in the opinion of the Company" are deleted, and that, if the company and the union cannot agree on the promotion, demotion, transfer or lay-off of any employee, then either party to the agreement might invoke arbitration. The Company opposes arbitration in such matters, but was agreeable to the invoking of grievance procedure up to but not including arbitration.

In the meeting of the parties before the present Board the representatives of the Company declared that, in order to further agreement, they would withdraw their objection to a single seniority list for male and female workers. Hence the only matter left in dispute is number (ii) as described above. The essence of the dispute is whether the agreement is to permit arbitration in cases where the proposed Article Ten on Seniority is involved.

This Board, as a Board of Conciliation, recommends the addition, by the parties, of the following Clause as Clause Eleven of Article Ten of the proposed agreement, a copy of which is annexed hereto—

11. Provided that nothing in this article shall be construed to affect the right of any employee to have his claim determined in accordance with the grievance procedure, including arbitration, where such employee claims that in any promotion, demotion, transfer, lay-off or re-hiring, the Company did not act in good faith or that its action was not based on the relative skill, competence and efficiency, or the relative seniority of the employees involved, as the case may be.

While the Board is unanimous in recommending the above Clause, the employees' nominee would recommend the deletion of the words "in the opinion of the Company" in Clause Two of Article Ten of the aforementioned agreement.

All of which is respectfully submitted.

Dated at Toronto this 30th day of August, 1945.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) J. L. McLENNAN.

(Sgd.) BORA LASKIN.

Report of Board in Dispute Between Ford Motor Company of Canada, Limited, and Local 200 United Automobile, Aircraft and Agriculture Implement Workers of America

On September 10 the Minister of Labour received the Report of the Board of Conciliation which dealt with the above matter.

The personnel of the Board was as follows: His Honour Judge G. B. O'Connor, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members; Messrs. S. L. Springsteen and Bora Laskin, appointed on nomination of the employer and employee respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Ford Motor Company of Canada, Limited, and Local 200 United Automobile, Aircraft, and Agricultural Implement Workers of America.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir:—The Board of Conciliation appointed by you reports as follows:—

1. Public hearings were held at the Council Chambers of the City Hall at Windsor, Ont.,

on September 6, 7 and 8. At these hearings the Company was represented by J. B. Aylesworth, K.C., Counsel. The Union was represented by J. L. Cohen, K.C., Counsel; George Burt, Regional Director of the International Union; Thomas Maclean, Assistant Regional Director of the International Union; Roy England, President of Local 200 U.A.W.-C.I.O., and Messrs. Carr, Ford, Ward and Pazyniuk, members of the Negotiating Committee of Local 200 U.A.W.-C.I.O. Oral and written submissions were made.

2. The present dispute arose from the inability of the parties to agree on many of the terms of a collective agreement intended to cover, with certain exceptions, the factory employees of the Company. The Union also submitted during the hearing certain additional issues not covered by the draft agreement of either party.

3. Counsel for the Union addressed representations to the Board upon the following subjects: full employment, job security, proper wages to maintain higher standards of living, guaranteed adequate annual income, longer vacations with pay, added compensation for

work performed on Sundays and holidays with a view to minimizing work on such days, lay-off pay and amount of take-home pay. Within the economic capacity of industry, assisted, if necessary, by Government, these are laudable and desirable objectives in the social and industrial life of the community and the country. Any variation in existing conditions which would affect the last six of these items requires the approval of the appropriate War Labour Board under the provisions of the Wartime Wages Control Order 1943, P.C. 9384. In view of the authority vested in the National War Labour Board and its associated Regional War Labour Boards confirmed by the provisions of Section 10 (4) of the Wartime Labour Relations Regulations, P.C. 1003, and in view of their experience and knowledge gained in their exclusive dealing with these matters, we deem it inappropriate to make any specific recommendations in connection therewith.

4. The problem of Veterans' Seniority is an exceedingly difficult one, partly because we do not yet know the changes which may shortly be made by or under the authority of Parliament in the legislation relating to the re-establishment of veterans in employment and partly because the problem will continue to change as the number of veterans available for employment and the opportunities for such employment vary from time to time. We accept the suggestion of the Union that the necessary regulations governing veterans' seniority should be discussed from time to time, by a committee representing the Company, the Union and the recognized Veterans' Associations. Both parties seem to agree that any hard and fast rule devised at the present time will in the light of the circumstances above set out inevitably prove to be inadequate.

5. The issues of Union Shop and Check-off in our opinion are at the root of all difficulties between the Company and the Union. The Union insists on the inclusion of both these provisions. The Company on the other hand is fully determined that it shall not be a condition of employment with the Company that a person must be, become or remain a member in good standing in the Union. There has been considerable difficulty between the parties ever since the first contract was signed between the Company and the Union in January, 1942. We are none of us prepared to recommend a provision for a Union Shop but the Chairman and Mr. Laskin are prepared to recommend that the parties agree to a voluntary check-off irrevocable during the term of the contract as a solution of the present difficulty. Mr. Laskin recommends that a provision for maintenance of membership be coupled with a provision for

check-off. Mr. Springsteen does not concur in either recommendation.

6. Counsel for the Company prepared for the Honourable Mr. Justice S. E. Richards (who spent some six weeks in negotiations between the Company and the Union), a summary of the points in dispute, comprising some twenty-four items, including some of these above mentioned. In our view once the question of Union Security is settled the parties should have no difficulty in solving the remaining issues, but it is our opinion that neither party is likely to make any concession on the remaining issues until the question of Union Security is settled.

If, after consideration of the above recommendation for the solution of the Union Security problem, the parties should accept it and desire our assistance in the settlement of the other issues, we will be pleased to reconvene in Windsor and do whatever we can in this connection.

7. The Board feels that it cannot conclude this report without impressing upon both parties to the controversy the serious responsibility which rests upon them to make an earnest effort to compose their differences not only in their own interests but also in the interests of the community and the nation.

8. We wish to express our thanks to His Worship the Mayor and the Corporation of the City of Windsor for the use of the Council Chamber, the Mayor's private office and the facilities placed at our disposal by the Mayor during the sittings of the Board.

9. We also wish to record our belief that you, Sir, the Minister of Labour of Canada, as well as the Minister of Labour of Ontario, from time to time have exhausted every possible Governmental effort to compromise the differences between the parties and to keep the vital Ford plant in operation. The Chairman has prepared a chronological summary of these efforts which he will attach to this report. Copies of this have been delivered to each member of the Board, but some of the matters are not within the knowledge of all the members of the Board and should not therefore be regarded as being part of their report.

All of which is respectfully submitted.

Dated at Windsor, Ontario, this 10th day of September, 1945.

(Sgd.) G. B. O'CONNOR,
Chairman.

(Sgd.) BORA LASKIN,
Member.

(Sgd.) S. L. SPRINGSTEEN,
Member.

Chronological Summary

Short chronological history of conciliation in industrial relations between the Ford Motor Company of Canada, Limited, and Local 200, UAW-CIO, Windsor, Ontario, showing action taken by the Minister of Labour of Canada and Minister of Labour of Ontario.

November, 1941:

Consent vote conducted by Department of Labour of Canada to determine bargaining agency.

January 15, 1942:

Agreement completed between Company and Local 200 after negotiations following vote.

November, 1942:

Employees went on strike to enforce claim that 37 female employees were performing work previously performed by men and were therefore entitled to equal pay. After conciliation by Hon. Peter Heenan, Minister of Labour of Ontario, Hon. C. P. McTague was appointed Umpire and decision handed down December 31, 1942. He found that clerical work performed by men was incidental to other duties not required of women. Claim of Union not upheld.

December 31, 1942:

Memorandum to agreement concluded, amending agreement of January 15, 1942.

January 11, 1944:

Memorandum of agreement concluded, further amending agreement of January 15, 1942.

April, 1944:

Dispute re suspension of certain stewards, followed by stoppage of work by all employees, and termination of agreement by Company in consequence. Minister of Labour of Canada sent conciliation officers to Windsor. Parties accepted a proposal of the Wartime Labour Relations Board on April 28, which provided for certification of bargaining representatives and negotiation of new agreement. Work resumed May 1st.

May 2, 1944:

Workers again went on strike because of objections of Union to grievance procedure as determined by Board. Mr. Justice O'Connor (in his capacity as a Supreme Court Judge), Mr. M. M. Maclean, Industrial Relations Officer, and Mr. B. Wilson, one of his assistants, went to Windsor. Work finally resumed May 11th on the understanding that

Board would clarify the grievance procedure which was done on May 12th.

May, 1944 to June, 1945:

Mr. Louis Fine, Ontario Department of Labour, acted as Umpire under terms of grievance procedure established by Board. Company has refused to implement one decision of Umpire, which refusal is now the subject of an application by the Union to the Ontario Labour Relations Board for leave to prosecute.

May, 1944 to January, 1945:

Negotiations for new agreement continued as provided in settlement of Wartime Labour Relations Board, dated April 28, 1944.

January 22, 1945:

Ontario Labour Relations Board asked Minister of Labour to appoint conciliation officer under Section 12 of P.C. 1003, one of the parties having advised the Ontario Board that negotiations had continued for more than 30 days and that there appeared no likelihood of concluding an agreement.

January 29, 1945:

Minister of Labour appointed Mr. Louis Fine of Toronto, to confer with the parties and to attempt to effect an agreement.

March 28, 1945:

Mr. Fine reported to Minister of Labour that in his opinion an agreement was impossible and the situation was very complicated and difficult.

April 5, 1945:

Application by Company to Wartime Labour Relations Board (National) for interpretation of the termination clause (Section 14) of the April 28, 1944, settlement. Arbitration Committee appointed by the Board ruled that certain sections of the settlement which preserved the individual rights of the employees could only be terminated at the expiration of one year on two months' notice by either party. All other clauses of the agreement would terminate at the expiration of fourteen days after a Conciliation Board reported to the Minister of Labour.

April 18, 1945:

Minister of Labour appointed Hon. Mr. Justice S. E. Richards, of Winnipeg, Manitoba, an Industrial Disputes Inquiry Commission, under Order in Council P.C. 4020, to confer with the parties, endeavour to effect an agreement and report his findings and recommendations to the Minister.

August 3, 1945:

Hon. Mr. Justice Richards submitted to Minister of Labour an interim report recommending that the present agreement be allowed to stand until the end of the present year and that negotiations for a new agreement be entered into afresh on October 15, 1945.

August 16, 1945:

Mr. Justice Richards' report transmitted to parties.

August 21, 1945:

Reported that Local 200 UAW-CIO had rejected the recommendation of Mr. Justice Richards.

August 28, 1945:

Mr. Justice Richards recommended to the Minister of Labour that in view of the rejection of the recommendations in his interim report a Conciliation Board should be immediately established.

August 30, 1945:

The Minister of Labour established a Conciliation Board.

September 1, 1945:

The Union nominated Mr. Bora Laskin of Toronto, as a member of the Board.

September 1, 1945:

The Company nominated Mr. S. L. Springsteen, K.C., of Windsor, as a member of the Board.

September 1, 1945:

In the absence of a joint recommendation from the two Board members, the Minister of Labour appointed the Honourable Mr. Justice G. B. O'Connor, of the Supreme Court of Alberta, as third member and Chairman of the Board.

(Sgd.) G. B. O'CONNOR,

Chairman.

Report of the Board in Dispute between Gotfredson, Limited, Windsor, Ont., and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO)

On September 4 the Minister of Labour received the Reports of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows:—His Honour Judge J. J. Coughlin, Chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. David M. Brodie and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report was as follows:—

Report of Board

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

In the matter of Gotfredson Limited, Windsor, Ontario (Employers), and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), Local 195 (Employees).

SIR:

1. The Board of Conciliation appointed by you, pursuant to P.C. 1003 to deal with the matters in dispute between the above named parties held a sitting at Windsor on the 4th day of July, 1945 to hear the representations of the parties and to endeavour to effect a compromise of their differences.

2. At the Hearing the Company was represented by Mr. Gordon Dickson as Counsel and by Mr. J. H. Barthe, its Secretary-Treasurer. The Union was represented by Mr. G. R. Foley, International representative of the Union and by Mr. C. Daynes and Mr. Mike M. Schitka, respectively Chairman and Vice-Chairman of Local 195.

3. The Union carried out its organization among the hourly rated employees of the Company in the year 1942. In October of that year on a vote for bargaining representatives it received a vote of 77 per cent of the eligible employees. Thereupon collective bargaining negotiations were entered into between the Union and the Company and resulted in an agreement being entered into as of the 1st day of November, 1942. This agreement continued in force for one year and was renewed with certain amendments thereto on the 1st of November, 1943.

4. The Agreement provides that the agreement shall run from year to year unless notice be given by either party between September 15th and October 1st, of its desire to terminate the Agreement by the first of November.

5. On a similar notice either party may give to the other notice of its desire to amend the Agreement.

6. No notice of a desire to terminate the Agreement having been given, the amended agreement of 1943 is still in full force.

7. Notice has, however, been given by each of the parties of its desire to have amendments made and it was on the failure to reach an agreement on these amendments that this Board was appointed.

8. While a large number of amendments had been the subject of negotiation it was agreed by both parties at the hearing that in order to expedite the decision upon the three most important subjects all other requests for amendments should be withdrawn.

9. These three suggested amendments all presented by the Union dealt with the following matters:

1. Scope of Union recognition.
2. Finality of Arbitration.
3. Union security.

These will be dealt with in their order.

SCOPE OF UNION RECOGNITION

10. Section 1 of the Agreement reads as follows:

1. The company recognizes the union as the bargaining agent, for collective bargaining purposes, for those of the company's hourly rated employees in its Windsor plants who are members of the union in good standing.

Provided that all employees while within the following classifications, whether or not members of the union shall not be subject to the provisions of this agreement:

Salaried employees, employees in a supervisory capacity, office workers, time keepers and plant protection men.

11. The Union does not object to the terms of the proviso exempting certain classes of employees but, in view of its having obtained a 77 per cent vote in 1942 and claiming to have a similar or greater degree of support now, it contends that it is entitled to represent all the hourly rated workers except those in the exempted classes and not merely those who belong to the Union.

12. The Company contends that by reason of an expected large decrease in the number of its employees likely to result from the falling off of war orders and the anticipated return to their employment of many former employees, now in the armed forces and not, at least at present, members of the Union, there should be no change in the terms of the present agreement on this point.

13. The Board is of the opinion that the representation of the whole by a major part is of the very essence of "collective bargaining". It is the system under which in democratic countries the great business of the nation is conducted. We feel that no matter what changes may take place in employee personnel during the currency of this agreement the system of collective bargaining will still be maintained. For this reason and for reasons

hereinafter set out under the head of Union Security, we recommend that section 1 of the agreement be amended by striking out the words "who are members of the Union in good standing."

FINALITY OF ARBITRATION

14. The dispute under this heading relates to the clauses in the grievance procedure code dealing with arbitration. Under the collective bargaining agreement various steps are defined under any one of which the settlement of a grievance may be effected. If, however, no settlement is reached throughout these earlier steps, there is provided the final step of arbitration. The arbitration is to be by an impartial umpire agreed upon by both parties if possible but if not possible then to be selected by the Minister of Labour for Ontario.

15. There has been, during the course of the three years of operation of the existing Agreement a large number of grievances which having gone through all the prior steps without settlement ultimately reached the final stage of arbitration and were disposed of by award of the umpire. It is interesting to note that success on such arbitrations was nearly equally divided between the union and the company. In every case the umpire's award was accepted by both company and union. Such acceptance was not, however, obligatory on either party as the Agreement contains the following clause, appearing in section 7 (e):

The parties to the grievance may, but need not elect to be bound by the decision of the umpire.

16. The Union requests that this clause be deleted from the contract and the Company opposes the request.

17. The Board recognizes that Management is responsible for the direction, progress and continued existence of the Company's enterprise and that there must, necessarily, be many things in which Management must have the final decision.

18. The Board also recognizes that in matters properly termed "grievances of employees" it is most desirable that every employee should be assured of a fair deal.

19. The Company fears that under the appellation of "grievances" matters properly the subject for decision of Management only might find their way to the inexperienced judgement of an umpire with consequent danger to the Company's undertaking.

20. The Board recommends that section 7 (e) be amended to read as follows:

7 (e) In all matters not hereinbefore reserved by sections 2 and 3 exclusively to Management the decision of the umpire shall

be final and binding on both parties. In all matters so reserved to Management the Company may in its discretion adopt in whole or in part the umpire's decision or may wholly disregard it.

Provided further that the umpire may in every case determine by which party to the arbitration the fees and expenses of the umpire shall be paid such fees and expenses to be the same as those prescribed for a member of a conciliation board under P.C. 1003.

21. In view of the very wide range of matters reserved to Management by the existing agreement the suggested amendment will fall unduly short of the Union's goal. We recommend that the parties in the next negotiation of amendments to this Agreement endeavour to either set narrower limits to the matters reserved to Management or wider limits to the matters subject to the binding decision of the umpire.

22. The provision as to payment of umpire's fees is an attempt to discourage the unwarranted protraction of the grievance procedure by the party whom the umpire may find to be at fault.

23. It may be said in criticism of the form of the Agreement even as amended that it is folly to provide for an arbitration on matters with respect to which one of the parties is not to be bound by the award. We do not agree with this. In industrial disputes the general public is often very vitally interested. Where a strike is threatened or declared the attitude of the public may often determine whether it shall be a success or a failure. In our opinion the report of an umpire when given publicity should play a very important part in the formation of public opinion. We feel that both Management and Union will be hesitant about taking positions likely to lead to an adverse report by an umpire and that therefore the suggested provision will serve a useful purpose.

UNION SECURITY

24. The Board is of opinion that the day of collective bargaining is here to stay. It is also of the opinion that of existing organizations the labour union is the best equipped to protect the interests of the industrial worker and is therefore the right kind of collective bargaining agent.

25. We further are of opinion that among labour unions that one will best serve the interests of its members which is governed by men of judgment and moderation and not by extremists.

26. We feel that no single influence is more important in bringing about the condition where men of the former rather than the latter type shall govern any union is the

friendly and co-operative attitude of Management towards that Union.

27. We therefore recommend that as an important step signalizing that attitude the Company shall accept the following provision in lieu of section 4 of the existing Agreement:

Freedom of Choice and Union Security

4. (a) Employees of the Company are free to join any union or association of their choice and are equally free not to join any union or association provided, however, that every employee who is a member of the union at the date of the execution of this agreement shall be deemed to agree to remain a member in good standing of the union during the currency of this agreement.

(b) Any employee who during the currency of this agreement becomes a member of the union shall be deemed to agree to remain a member of the union during the remainder of the term of the agreement.

(c) The union shall furnish a list of its members who are employees of the Company to the Secretary of the Company as soon as convenient after the execution of this agreement and shall furnish a similar list each calendar month thereafter on or before the fifth day of each such month and shall set out in such list the amount of the union fees, dues and assessments lawfully payable by each employee so listed.

(d) The Company will deduct from the wages earned by each employee so listed between the time of the receipt of such list and the 25th day of the month in which it is received the amount shown by such list as owing by him to the union for fees, dues and assessments and shall on the said 25th day of the month remit the same to the Secretary-Treasurer of Local 195 of the union.

23. The Board is given to understand that such a stipulation is either wholly absent from or at least very rarely appears in agreements negotiated in this area. Provisions going considerably further are common in other industrial regions. We are hopeful that a trial will prove it to be of real benefit in the improvement of relations between this Company and the Bargaining Agent of its employees.

Respectfully submitted this 31st day of August, 1945.

(Sgd.) J. J. COUGHLIN.

(Sgd.) BORA LASKIN.

Minority Report

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, as amended, and in the matter of Gotfredson Limited, Windsor, Ontario, and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:

My fellow members on the Board of Conciliation herein have submitted to me their report. I believe that the first portion of the report, dealing with the chronology of the relationship between the company and the union, and with the matters finally submitted to us, accurately sets out the situation and I am pleased to concur in that portion of the report. With regret, however (except as hereinafter indicated), I am unable to concur in the remainder of the report and accordingly make my recommendations with respect to the matters submitted to the Board.

On the hearing Mr. Dickson, counsel for the company, took objection to the jurisdiction of the Board to recommend inclusion in the collective agreement to "union security" clauses, and referred to the definition of "collective agreement" as contained in section 2 (1) (d) as being restricted to an agreement "containing provisions with reference to rates of pay, hours of work or other working conditions". He contrasted with that language the language used in defining "dispute" as contained in section 2 (d) of the Industrial Disputes Investigation Act which, by subclause (iv) thereof apparently makes it quite clear that Boards appointed under that Act would have power to deal with matters such as "union security". The Act is suspended by the Regulations and it must be assumed that a change was intended by the framers of the Regulations. I am of opinion that the expression "other working conditions" contained in the Regulations, and having in mind the *ejusdem generis* rule, does not extend to matters such as "union security". This question has previously been referred to in the reports of other Boards of Conciliation and recently in the Motor Products Corporation's case in this community. There the Board recognized some doubt as to the jurisdiction. In my view where there is any doubt as to the jurisdiction of the Board the exercise of its jurisdiction should be restricted to matters it is clearly authorized to deal with.

I therefore agree with the company's contention in that connection, and think that the Board should not recommend the inclusion of "union security" clauses in the collective agreement.

In any event, I think inclusion of such clauses would not improve the relationship between the company and its employees.

I now propose to deal briefly with the specific requests of the union referred to the Board:—

(1) SCOPE OF UNION RECOGNITION

In my view inclusion of this clause is advanced by the union as being consistent with the "union security" clauses requested by it. The present agreement between the company and the union was only entered into in 1942, was amended in 1943, and the request now before this Board originated in November, 1944.

At the time of the signing of the first agreement the company was operating under abnormal conditions arising out of the War, with a payroll double its normal peace time operation, many of its employees being new to the company, and at a time when upwards of one-third of the number of the ordinary payroll of the company was absent in the Armed Forces.

It was stated on behalf of the company, and apparently is a fact, that "union security" clauses are incorporated in very few collective agreements in this community.

I am, therefore, of opinion that it is not desirable in any event that "union security" provisions be included in a collective agreement where the parties thereto have had only a brief experience and where, as here, the agreement was entered into under abnormal conditions and when a very substantial number of the normal payroll of the company are absent in the Armed Forces and are not present to express their opinion with respect to a change so basic in character as would be involved in granting of the request now proposed.

(2) FINALITY OF ARBITRATION

The union now requests the deletion of the following sentence appearing in section 7 (e) of the collective agreement, which sentence reads as follows:—

The parties to the grievance may, but need not, elect to be bound by the decision of the umpire.

On the original hearing of the matter I was inclined to agree with the other members of the Board that this request should be granted. I have now given the matter further consideration and, having regard to the precise language of the Regulations providing for the inclusion in a collective agreement of machinery to provide for final settlement of disputes in a restricted class of grievances only, namely those relating to the interpretation or violation of the collective agreement, I can foresee that a grave injustice might be done to the company by deletion of the clause now requested which, as I understand it, would have the effect of placing in the hands of an umpire, who at

best could not be entirely familiar with the company's operations, final decision as to any matter which might be in dispute between the company and the union.

This matter has already received consideration by Wartime Labour Relations Board (National) in a case between the union and Dominion Forge Company (L.G., 1944, p. 1221) wherein that Board laid down the exact language governing the final disposition of grievances.

The Chairman of the Board, Judge Coughlin, expresses the gist of the company's objection in a very lucid manner as follows:—

The Company fears that under the appellation of grievances matters properly the subject for decision of management only might find their way to the inexperienced judgment of an umpire with consequent danger to the company's undertaking.

It is true that under the collective agreement the decision in certain matters are reserved to management, such reservation, however, is subject to grievance procedure. I feel that it would be a very dangerous experiment to grant to the union the right which it now requests, on a trial basis, for a limited period as apparently is now recommended by the other members of the Board. To my way of thinking, once this privilege was given to the union I fail to see, as a practical matter, on what basis the union would thereafter voluntarily relinquish same. The situation in my view is succinctly covered by another paragraph from the report of the other members of the Board which I beg to quote as follows:—

The Board recognizes that management is responsible for the direction, progress and continued existence of the company's enterprise and that there must, necessarily, be many things in which management must have the final decision.

(3) UNION SECURITY

I have above outlined by objections from viewpoint of jurisdiction of the Board to deal with this subject matter.

On the merits, it is my view that inclusion of so-called "union security" provisions in a collective agreement would not result in any permanent improvement in the relationship between the company and the union. The relationship between the company and the union is a very brief one and I cannot see any basis upon which the union is entitled, or has earned, the right to exercise the very substantial privilege which would be represented by granting of this request. I believe that inclusion of such provisions is not in the interests of either the company or its employees and I think the union as such has no vested right or status upon which it could reasonably request such privilege.

With respect to request for 'check-off' this matter in my view is one which relates solely to the internal affairs of the union and its relationship to its own membership. The role of the tax collector since the days of the Roman Empire has been an unpleasant one and I think that the company should not be put to the expense and subjected to the unpleasantness which would be incidental to acting as a dues collecting agency for members. Moreover, such practice even on apparently voluntary basis in actual operations, I believe, would be very apt to be used as an instrument of compulsion to require employees of the company to become members of the union, notwithstanding the fact that their personal desires might not so dictate.

Dated at Windsor, Ontario, this 31st day of July, 1945.

(Sgd.) D. M. BRODIE,
Member.

Report of Board in Dispute between Genelco, Limited, Peterborough, Ont., and Local 524, United Electrical, Radio and Machine Workers of America

On August 28 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: His Honour Judge W. T. Robb, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs J. S. D. Tory, K.C., and George Burt, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Genelco Limited, Peterborough, Ontario, employer; and United Electrical, Radio and Machine Workers of America, Local 524, Toronto, Ontario, employee.

I was appointed Chairman of a Board of Conciliation in the above matter, the other members being Mr. J. S. D. Tory, K.C., Employer's Nominee, and Mr. George Burt, Employees' Nominee.

A preliminary meeting to make necessary arrangements for the taking of evidence was held in Toronto on the 28th day of February, when arrangements were made to hear evidence at Toronto on the 8th day of March, 1945. Before the last mentioned date information was communicated to me that there was a possibility of the parties composing their differences without any further intervention of our Board. As a result the meeting set for March 8 was postponed from time to time.

Under date of June 29 I was advised by Mr. Tory by letter, that an agreement had been reached by direct negotiation between the parties of all outstanding matters referred to the Board of Conciliation. It was stated therein that the differences between the Company and

the Union with respect to the seniority provisions and the claim for check-off of Union dues were settled by the Company agreeing to the modifying of the seniority provisions and the Union agreeing to withdraw its demand for the check-off.

A copy of the agreement reached between the parties is made part of this report.

Dated this 4th day of August, A.D. 1945.

(Sgd.) W. ROBB,
Chairman

(Sgd.) J. S. D. TORY,
Employer's Nominee

(Sgd.) GEORGE BURT,
Employees' Nominee

Report of Board in Dispute between Greater Winnipeg Sanitary District, and Employees, members of the One Big Union

On September 13 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows:—His Honour Judge A. K. Dysart, Winnipeg, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. Richard A. Sara and Lewis St. George Stubbs, both of Winnipeg, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Board of Conciliation.

Re: Greater Winnipeg Sanitary District, employer, and One Big Union, employees.

Hon. HUMPHREY J. MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

We, the undersigned members of the Board of Conciliation set up by you June 7th, 1945, to deal with the matter above referred to, have undertaken and completed the task to which we were appointed, and beg now to submit our unanimous Report in that connection.

The first meeting of the Board was held on July 10, 1945, and, thereafter, meetings were held upon dates set to meet the convenience of the several parties directly concerned. As the season included the usual vacation times, these meetings were spread over a longer period than would otherwise have been necessary. In all, fifteen (15) meetings were required before our work of conciliation and settlement was completed. A few meetings

were held, alternatively and separately, by the chairman with each of the disputing parties and their representative. In the end, the members of the Board agreed unanimously upon their findings and recommendations, and we were able to induce the parties to execute a new Wage Agreement covering all points of dispute.

The issues between the parties were not large, but they had been the subject of discussion and dispute for more than three years. The course of those proceedings had engendered a great deal of suspicion and ill-feeling; mutual distrust had become deeply rooted; and each party had come to regard the dispute as a matter involving principle which it could not compromise.

To overcome this general attitude, and to remove the undesirable condition into which the dispute had fallen, required time, patience, and tact. We allowed full range to the parties to express their grievances and troubles; then we worked to clarify the situation as best we could. We do not suggest that we have removed all suspicion, but we have at least attained the end of bringing the parties together under an agreement which they now both understand and accept.

One of the main disputes had to do with what is called "credit of time". This refers to the time of employees while engaged on relief or substitute work in higher rated positions,—such time, if credited to them, being available to them in the way of earning permanent increment in rate of wage. Under the prior wage agreement—which the employees gave notice of intention to terminate on its expiration day, April 30, 1942—no provision was made for such credit; but the employees felt that such credit should be given, and

demanding that it be given them after the expiration of that agreement. The new Wage Agreement allows such time credit after its operative date.

The operative date of the new agreement was a matter of dispute. At one time the parties had agreed tentatively on January 1st, 1943, but later, disagreed as to that date. At our sittings they finally came to an agreement.

As the operative date of the new agreement is from January 1st, 1943, we provided that the old agreement should continue in force and govern the rights of the parties up to that date. The claim for time credits prior to that operative date is therefore abandoned by the employees; and the claim for such credit after that date is allowed by the employers.

All other issues raised before us are also settled, and need not be detailed here. They are all embodied in the new Wage Agreement and Wage Schedule attached thereto.

In conclusion, we feel that we should express our hope and confidence that the matters which have so long disturbed the relationship between these parties have now been finally disposed of to the satisfaction of all.

A copy of the New Wage Agreement is attached to this Report as Appendix A.

We enclose herewith the documents as required by regulations.

All of which is respectfully submitted.

A. K. DYSART,
Member and Chairman.
L. St. G. STUBBS,
Member.
R. A. SARA,
Member.

Text of Agreement

This is APPENDIX A. referred to in the Report to which it is attached, and is a true copy of the original of which it purports to be a copy.

(Sgd.) A. K. DYSART,
Chairman.

THIS AGREEMENT made in duplicate this 31st day of August A. D. 1945.

Between

GREATER WINNIPEG SANITARY DISTRICT
of the First Part
and
GREATER WINNIPEG SANITARY DISTRICT EM-
PLOYEES UNIT OF ONE BIG UNION
of the Second Part.

1. In consideration of the mutual performance of the covenants hereinafter contained, the parties hereto agree to be bound by the

terms, covenants and provisions of this Agreement.

2. Duration of Agreement

This Agreement shall be effective and be binding upon the parties on and from the 1st day of January, 1943, and shall continue in force until the 1st day of September, 1946, and thereafter until revised or terminated as hereinafter provided.

2A. Termination of Agreement

This agreement may be revised or terminated at any time after one year from its operative date on two months' notice by either party thereto.

3. Classification of Employees.

All employees engaged by Greater Winnipeg Sanitary District (hereinafter called the "District") shall be classified into three groups as follows:

- (a) Permanent employees;
- (b) Shift men;
- (c) Temporary employees.

(a) A permanent employee shall be one who has worked continuously for three months or more, and who is filling a position which in the opinion of the Superintendent of the District is considered to be a permanent nature necessitating continuous service for the full period of the year.

(b) A shift man shall be a permanent employee who is engaged in a class of work which is continuous for the full period of twenty-four hours per day on each day of the year, and who rotates his shift.

(c) A temporary employee shall be any employee other than a permanent employee.

4. Regular Hours of Work and Rates of Pay.

Rates of pay and working hours for various classes of employees shall be such as are specified in the Schedule of Wages, attached hereto and market "Appendix A".

5. Supplementary Compensation

In all cases where compensation for loss of wages is paid by the Workmen's Compensation Board on account of injury to permanent employees, the District shall supplement such payments as follows:

- (a) For the first month during which an employee receives Workmen's Compensation, an amount sufficient to bring the total compensation up to 100 per cent of his wages;
- (b) For the next two months an amount sufficient to bring the total compensation up to 75 per cent of his wages.

No payment shall be made for any period unless the Workmen's Compensation Board shall pay the regular compensation.

6. Dismissals

- (a) In the case of a permanent employee, notice of the intention to terminate at the end of one month shall be given in writing by the Superintendent to the employee whenever it is desired to terminate his services, or in lieu of such notice one month's salary shall be paid.
- (b) A permanent employee intending to terminate his employment shall give one month's notice of his intention in writing, unless such notice is dispensed with by the Superintendent.
- (c) No notice, nor pay in lieu of notice, shall be required in the case of an employee who is discharged for cause.
- (d) Temporary employee may be dismissed at any time without notice.

7. Operational Practices

The District shall put into effect policies and practices which will afford reasonable and adequate protection to employees engaged in hazardous work. First aid kits shall be installed in all sections of the District's plant. The District shall provide suitable accommodation for employees during mealtime.

8. Holidays

- (a) All employees shall be granted one week's holiday with pay *after the first twelve months continuous service, and two weeks holiday each year with pay after two years' continuous service.*
- (b) All employees other than shift men shall be entitled to all statutory holidays which occur during their period of employment with the District, or equivalent time.
- (c) All shift men shall be granted an additional week's holiday with pay in lieu of statutory holidays.
- (d) The general rule shall apply that holidays granted to shift men in lieu of statutory holidays shall be given in the year of service following that in which such statutory holidays occur. Provided, however, that the Superintendent may grant leave of absence to a shift man as compensation for statutory holidays during the same year in which they fall if in his opinion this does not disturb operating conditions.
- (e) The time during which holidays, other than statutory holidays, may be taken shall be such as is approved by the Superintendent.

- (f) When a statutory holiday falls in the annual holidays of any employee, an extra day shall be allowed him at a time satisfactory to the Superintendent.

9. Increments

Increments in rate of pay shall consist of one half the difference between the minimum and the maximum rates of pay for any class as provided in the Schedule of Wages attached hereto.

10. Temporary Changes of Position

- (a) Whenever for any reason an employee serves temporarily in a higher rated class than his own, he shall receive the minimum rate of that higher class.
- (b) Whenever he has, after the operative date of this agreement served as relief man in such higher class for an aggregate period of six months, he shall thereafter be paid at the rate of the first increment of the higher class.
- (c) Whenever he has served as relief man in any higher class for an additional aggregate period of six months he shall be paid at the rate of the second increment of the higher class, but not before 12 months have elapsed after the first increment has become payable.

11. Permanent Appointment

- (a) Every employee in any classification shall belong to that class until promoted to a higher one. His work, his duties and his rate of pay shall be those of his class, except when he is required to serve elsewhere under which circumstances he shall receive pay as provided in Clause 10.
- (b) Provided further that when an employee so relieving is promoted to a higher position, he shall start at the rate of pay he has accumulated in the higher position at the time of such promotion.

12. Promotions

- (a) Irrespective of any other consideration, a vacancy shall be filled only by the selection of an employee who is able to perform efficiently all the duties of the new position. Subject to this requirement and after due consideration has been given to the employee's fitness for further promotion, the employee who has served longest in the next grade junior to the position vacant, shall be promoted.
- (b) For positions of a supervisory or executive character, the selection of an employee for promotion shall be governed

only by necessity of obtaining the most efficient and suitable man available.

- (c) Employees receiving promotion shall not be paid a rate lower than that received prior to promotion.
- (d) Employees leaving the service of their own free will shall not retain seniority ranking for re-employment.
- (e) Provided always that any employee shall have the right to appeal to the Commissioners in connection with any promotion.

13. *Change to Lower Position*

- (a) An employee temporarily taking over a lower paid position shall continue to receive his former rate of pay unless the change is due to insufficiency of work or inefficiency of the employee.
- (b) An employee transferred to a lower position due to insufficiency of work, reorganization of operations, inefficiency of the employee, or in order to place any former employees in their proper seniority positions after return from war services, shall receive the rate of pay applicable to such lower position.

14. *Hearing of Grievances*

A Grievance Committee, of not more than four, representing the Greater Winnipeg Sanitary District Employees Unit of One Big Union, may place before the Superintendent such grievances as they wish from time to time to be rectified. An individual employee, however, may, after notice to the Grievance Committee present his own grievance to the Superintendent.

15. *Representation of Employees*

The Commissioners shall receive representatives of the Greater Winnipeg Sanitary District Employees of One Big Union to discuss any matters arising out of this Agreement which cannot be settled by the Superintendent. The representatives or delegates shall not exceed four in number.

16. *Discrimination*

Neither the Greater Winnipeg Sanitary District nor any Employee shall discriminate against any Employee for joining or continuing as a member of any labour organization or for not being a member of any labour organization.

17. *Sick Pay Regulations*

- (a) Every permanent employee paid by the month who through sickness is temporarily incapacitated for the performance of his duties, shall be allowed full pay for such period of sickness as does not exceed in any calendar year

in the aggregate one twelfth of the total regular working hours per year fixed in Appendix A for such class of employment. If so required by the Superintendent, evidence of such incapacity, satisfactory to him, must be produced.

- (b) Provided, however, that whenever an employee has received pay for continuous sickness for an aggregate period equal to one-twelfth of the total regular working hours per year fixed in Appendix A for the employee's class of employment, whether such sickness occurred partly in one year and partly in another, or wholly in one year, he shall not be eligible to receive pay on account of further sickness until he has resumed his work and has performed his regular duties for a continuous period of at least four weeks.

- (c) Provided further, however, that after an employee has so performed his regular duties for a continuous period of at least four weeks, he shall be eligible for payment on account of sickness up to the amount hereinbefore provided, whether such sickness occurred prior to or subsequent to such period of four weeks' performance of his regular duties.

18. Nothing in this Agreement shall conflict with orders of the National War Labour Board.

19. The agreement made between the District and the Greater Winnipeg Sanitary District Employees Association, dated the 21st day of August, 1941, shall be deemed to have continued in force and effect until the 1st day of January, 1943.

In witness whereof the parties hereto have executed these presents.

Executed in the presence of:

A. K. DYSART as to both parties
R. A. SARA as to W. M. Scott

L. St. G. STUBBS Witness to signature of employees' representatives.

GREATER WINNIPEG SANITARY DISTRICT
(per) W. M. SCOTT.

GREATER WINNIPEG SANITARY DISTRICT
EMPLOYEES UNIT OF ONE BIG UNION
(per) JOHN WALKER
Chairman

R. B. RUSSELL,
General Secretary.

THIS IS THE SCHEDULE OF WAGES ATTACHED TO THIS AGREEMENT AS APPENDIX A

Position	Base Monthly Rates			Weekly Hours
	Minimum	First Increment	Second Increment	
	\$	\$	\$	
Watch Engineers.....	159.52	167.02	174.52	48
Mechanic.....	159.52	167.02	174.52	44
Operators (Inside).....	134.52	142.02	149.52	48
Skilled Helpers (Inside).....	124.52	129.52	134.52	48
Helpers (Inside).....	114.52	119.52	124.52	44
Chief Operators (Outside).....	190.00	Zero	Zero	44
Operators (Outside).....	139.52	149.52	159.52	44
Skilled Helpers (Outside).....	124.52	132.02	139.52	44
Helpers (Outside).....	114.52	119.52	124.52	44
Head Gardener.....	150.00	Zero	Zero	44

After twelve months' continuous service in any such position an employee entitled to increment shall be paid the first increment, and after 24 months, the second increment.

Report of Board in Dispute between Holeproof Hosiery of Canada, Ltd., London, Ont., and Local 22, United Textile Workers of Canada

On September 5 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: His Honour Judge Egerton Lovering, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Norman L. Mathews, K.C., and Irving Himel, B.A., appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations Order in Council P.C. 1003, and in the matter of a dispute between Holeproof Hosiery Company of Canada Limited, London, Ontario, Employer, and United Textile Workers of Canada, Local 22, Employees.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

SIR:

The Board of Conciliation appointed by you pursuant to the Wartime Labour Relations Regulations respectfully reports as follows:—

After a preliminary meeting of the members of the Board, a hearing was held in the City Hall, Toronto, at which the Company was represented by L. W. Turner, General Manager; H. F. Irwin, Labour Adviser to

the Primary Textiles Institute; and R. V. Hicks, Counsel; and the Union by George Watson, Sidney Benbow and Miss Irene Fletcher. There were four matters in dispute, viz.:

1. The objection by the Union to the inclusion in Section 3 (c) of the Company's proposals headed Reservation of Management Functions of the following phrases: "Methods of Manufacture" and "Schedules of Production". The Union submitted that these should not be the exclusive function of the Company, but that the Union should have some voice in deciding these points.

2. The Union objected to that portion of Section 8 in the Company's proposals headed Arbitration in which it was provided that the impartial chairman would not be selected from the Civil Service.

3. The request of the Union for, and the refusal of the Company to agree to, the inclusion of a Maintenance of Membership Clause in the collective agreement which they have been negotiating.

4. A check-off of Union dues. The Company had offered a voluntary, revocable check-off, provided the Union would not make any application regarding wages to the Regional War Labour Board, unless such application were made jointly with the Company. The Union declined to agree to this proposal, and the Company later withdrew it.

After representations were made on behalf of each party, the Board made the following suggestions which, after discussion between themselves, both parties agreed to.

1. That the phrases "Methods of Manufacture" and "Schedules of Production" remain in Section 3 (c) of the agreement, and that the following clause be added to the subsection: "and in case the Company proposes any changes in methods of manufacture, schedules of production or working conditions, the Union shall be notified in advance and given an opportunity to make representations to the Company with respect thereto."

2. That the Union withdraw its objections to the Arbitration Clause.

3. That the Union withdraw its demands for the inclusion of the Maintenance of Membership clause.

4. That the Company agree to the inclusion of a voluntary check-off, revocable by the employee concerned at any time upon sixty days' notice to the Company.

The Board is pleased to report that an agreement in accordance with this settlement

of the points in dispute has now been completed and executed by both parties. A copy of this agreement bearing date the 20th day of August, 1945, is appended to this report.

The Board wishes to take this opportunity of expressing its appreciation to the representatives of both parties for the consideration and co-operation extended by them. The best of feeling prevailed throughout the hearing and the Board expresses the hope that the parties will carry out the agreement in the same spirit of co-operation and harmony.

Dated at Toronto this 24th day of August, 1945.

(Sgd.) EGERTON LOVERING,
Chairman.

(Sgd.) IRVING HIMEL,
Member.

(Sgd.) NORMAN L. MATHEWS,
Member.

Report of Board in Dispute between Kootenay Belle Gold Mines, Retallack, B.C., and Local 698, Retallack Mine and Mill Workers Union

On September 24 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: Brig. Sherwood Lett, Vancouver, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. R. L. Norman and B. A. Ward, also of Vancouver, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Kootenay Belle Gold Mines Ltd. (N.P.L.), Retallack, B.C. (Employer), and Retallack Mine and Mill Workers Union, Local 698, Retallack, B.C. (Employees).

To:

The Honourable the MINISTER OF LABOUR,
Parliament Buildings,
Ottawa, Ontario.

SIR:

We, Sherwood Lett, Chairman, R. L. Norman, and B. A. Ward, all of the City of

Vancouver, Province of British Columbia, established as a Board of Conciliation by you in pursuance of the provisions of Section 13 (1) of the Wartime Labour Relations Regulations, P.C. 1003, to endeavour to effect an agreement herein, report herewith the result of our endeavours, and our recommendations as follows:—

On the 14th of April, 1945, the Board held a preliminary hearing, and on the 10th day of May, 1945, its first Public Hearing. The hearing was adjourned from time to time, and a further hearing was set for the 19th day of September, 1945.

At the hearing on the 19th of September, 1945, General J. A. Clark, on behalf of the employer, and Mr. Harvey Murphy, on behalf of the employees, appeared.

General Clark informed the Board that the Company's operations will be completely closed down by approximately the 20th September, 1945. He stated that the Company had decided upon no definite policy of re-opening, but that it is not the Company's intention to re-open at present. The operations would not be opened for at least six months, if ever. He further stated that the mine can not be operated economically under present conditions.

Mr. Harvey Murphy, for the employees, stated that the operations had been shut down, but that he wished to place on the record that the shut down had not occurred because of a labour dispute.

No witnesses were called at the hearing.

Under the circumstances the Board is of the opinion that no useful purpose would be served by continuing the existence of the Board, and, therefore, respectfully recommends that the Board be dissolved.

Dated at Vancouver, B.C. this 20th day of September, 1945.

Respectfully submitted,

(Sgd.) SHERWOOD LETT,
Chairman.

(Sgd.) R. L. NORMAN,
Member.

(Sgd.) B. A. WARD,
Member.

Report of Board in Dispute between Windsor Tool and Die, Limited, Windsor, Ont., and Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195

On September 24 the Minister of Labour received the unanimous report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: His Honour Judge J. J. Coughlin, Toronto, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. Neil C. McPhee of Windsor and Mr. Sydney Madanik, Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of Windsor Tool and Die, Ltd., Windsor, Ont. (Employer), and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195 (Employees).

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

Sir:

1. The Board of Conciliation appointed by you pursuant to P.C. 1003 to deal with matters in dispute between the above named parties held a sitting at Windsor on the 28th of August at which the representations of the parties were heard.

The Company was represented by Mr. John E. McKeon, Counsel, Mr. Charles C. Lossing, Accountant, and Mr. Carl Doster, Superintendent. The Union was represented by Mr. Gerard R. Foley, International Representative, Mr. H. Brady, Chairman of the Bargaining Committee, and Mr. Barney Farron and Mr. George Nash, Plant Committee Men.

2. The organization of the Union in this plant was carried on in 1944. A vote taken November 21, 1944, under the direction of

the Ontario Department of Labour on the election of Bargaining Representative for the employees showed a vote of 35 for and 5 against the Union. The number of voters then eligible was 46. The Union was certified as Bargaining Representative on the 3rd of February, 1945.

While engaged in the negotiation of the first collective agreement difficulties arose on certain subject matters preventing the reaching of an accord and these matters are now the subject of the proceedings before this Board. As will be seen from the above figures the shop involved is a small shop with not many persons affected by the agreement. The nature of the work in which they are engaged is one requiring considerable skill.

3. The subjects upon which by consent of both parties the Board was to confine its attention to were those of:

Recognition, Union Shop, Check-off, Arbitration, War Service Seniority, which we deal with in that order.

RECOGNITION

4. The section dealing with this in the Company's draft reads as follows:—

The Company recognizes that the Union through the Committee, herein provided for, shall be the sole bargaining agent for all of its employees, except its foremen, supervisors in charge of any class of labour, plant protection employees, watchmen, plant office and clerical employees, and all salaried employees. This recognition is based upon the representation of the Union that more than a majority of the employees covered by this agreement are members in good standing of the Union.

The Union objects to the inclusion of the last sentence. As the Union won its legal right to recognition as Bargaining Agent by virtue of the vote above referred to we do not see any good reason for its retention. We, therefore, recommend its deletion.

UNION SHOP AND CHECK-OFF

5. These two subjects are so closely allied that it is desirable to deal with them together. The claim of the Union is that every employee covered by the agreement should as a condition of employment be at the time of his employment, or within a limited time thereafter, become, a member of the Union and continue to be a member in good standing thereafter under pain of discharge.

Coupled with this is the further stipulation that all Union dues and assessments should be deducted from the wages of employees and paid over monthly to the Union.

In support of its position the Union presents written individual requests for a Union shop and check-off signed by thirty of the employees being over 80 per cent of the employees affected.

The Board is of opinion that the Union has not been in operation as a Bargaining Agent in this plant long enough to demonstrate to the Company or to this Board that its co-operation with Management in promoting the progress and prosperity of the business of the Company is such as to have earned such a recommendation. We, however, do believe that the volume of support which it has among the employees concerned does entitle it to a substantial advance towards its goal by providing in the agreement not a maintenance of membership but for a maintenance of financial support equivalent to membership dues as set out in the following paragraph.

6. We, therefore, recommend that section 5 of the draft agreement be amended to read as follows:—

5. Employees are free to join any Union or Association of their choice and are equally free to decide not to join any Union or Association, provided,

(a) That all employees covered by this agreement who are or who during its currency become members of the Union shall, as a condition of continued employment, either remain members of the Union in good standing for the duration of this agreement or contribute to the Union through the check-off hereinafter provided, amounts equivalent to the dues and assessments which they would pay as members.

(b) That any such employee may terminate the obligation at the end of the current contract or of any annual renewal thereof by giving notice of his desire to do so in writing to the Company at any time during the last month prior to the end of the current contract or of any contract year of any renewal thereof.

7. The reason for making the obligation irrevocable except during the last month of each contract year is to preserve the stability of the Union throughout the contract year and at the same time afford to the employee

at the end of the year an opportunity to then terminate his support and, if he wishes, exert his influence in favour of a different bargaining unit.

8. We recommend that the said draft agreement be further amended by inserting after section 5 thereof the following as section 5A, viz:—

CHECK-OFF

5A. The Company will, during the life of this agreement, deduct from the first pay cheque due to each employee referred to in section 5 (a) in each calendar month the Union dues and assessments or equivalent contributions referred to in said section and remit the same prior to the 15th day of the month in which it is deducted to the Financial Secretary of the Union. The obligation shall continue until terminated by the employee under section 5 (b) hereof.

The Company will at the time of making such payment as aforesaid to the Financial Secretary of the Union, name the employees from whose pay such payment has been deducted.

9. This may be said to be making the Company a collection agent for the Union. That is undoubtedly a fact. Under this amendment it will be a very efficient and prompt collection agent charging no fee for its services. The rendering of this service by the Company, which should not cost it much, would be a step in co-operation between the management of the Company and the management of the Union and a recognition by the former that the latter has also problems of difficulty. The natural and to be expected reaction of the management of the Union would be an increased willingness to understand the problems of Company management and a better attitude of co-operation. We feel that it is well worth trying out during the life of this contract.

ARBITRATION

10. One difference under this head was of a minor nature concerning the phraseology of section 15 of the draft agreement and was composed by the parties at the hearing.

The section as amended is to read as follows:—

15. To expedite the settlement of grievances, the management shall begin an investigation as soon as possible after the grievance is reported by the committee and shall make every effort to become fully informed concerning and to be prepared to act promptly upon the grievance, and in the event that no accord is reached through the procedure herein provided, a grievance or grievances concerning the interpretation or violation of this agreement shall be referred to an umpire if written notice of the desire therefor shall be given after completion of the steps hereinbefore provided for. If the Company and the Union cannot agree upon

an umpire within three (3) days, then the Company and the Union within two (2) days shall each appoint one (1) member to a Board of Umpires and the members so appointed shall meet and select a third member to the Board of Umpires. In the event that the two (2) members named by the Company and the Union are unable to agree upon a third umpire, then either the Company or the Union may make application to the Ontario Labour Relations Board for the appointment of a single umpire to whom the grievance or grievances outstanding concerning interpretation or violation of this agreement shall be referred for settlement. And the decision of such Board of Umpires or Umpire, as the case may be, shall be final and binding on all parties hereto.

11. At the hearing the Union originally asked for final and binding arbitration of grievances as to wages, hours and working conditions; this position was later modified to the alternative of arbitration of such grievances provided that the decision of the arbitrator or arbitrators should not be binding on either party. We feel that this is a reasonable request and one making for industrial peace. We, therefore, recommend that this agreement contain a clause providing for the arbitration by a third party of grievances concerning wages, hours and working conditions, but that the decision of such third party shall not be binding on either the Company or the Union. In our opinion management is amply protected by clauses 2 and 3 of the proposed agreement.

WAR SERVICE SENIORITY

12. The discussion of this subject revolved about the suggestion offered by the Union and appearing as sections 41 and 42 of the Union draft filed on the hearing. These sections read as follows:—

41. (a) Any person who left the employment of the Company subsequent to September 1, 1939, who (immediately prior to leaving such employment) was employed in any of the categories covered by this agreement and who left such employment to serve in the armed forces or in the merchant marine of Canada or any of its Allies, or who shall hereafter leave such employment for such purpose while Canada is engaged at war, shall accumulate seniority during his period of such service with such armed forces or the merchant marine subsequent to September 1, 1939.

(b) If such person makes application for re-employment with the Company on the basis of such accumulated seniority, and if such application for re-employment is made within 90 days from the time he is discharged from service in such armed forces or from the time of his completion of such service in the merchant marine, or, if such employee is unable to work during such period of 90 days by reason of physical disability, if he makes application for such re-employment within 90 days from the time such disability

has ended, he shall be re-hired by the Company on the basis of the accumulated seniority provided in subsection (a) hereof in his former classification or the equivalent thereof.

42. Any person who served in the present war on behalf of Canada or any of its Allies, who was not employed by any person or company at the time of his entry into the service of the armed forces or the merchant marine of Canada or any of its Allies, and, who is hired by the Company after he is discharged from service in such armed forces or after completion of service in the merchant marine shall receive seniority credit for the period of such service in such armed forces or merchant marine subsequent to September 1, 1939, upon having been employed for the probationary period provided for all new employees in this contract, and not before provided that:—

(a) such person shall apply for and obtain such employment within 12 months from the time he is discharged from such service in such armed forces, or the time of his completion of such service in the merchant marine, or if it is agreed that by reason of physical disability such person was unable to work during such period of 12 months, within 90 days from the time his disability has ended.

(b) such person shall not have previously exercised this right in any plant of this or any other Company.

(c) such person shall submit his service discharge papers to the Company at the end of the aforesaid probationary period of employment and the Company shall place thereon in permanent form a statement showing that such person has exercised this right, such statement to be signed by representatives of the Company and the Union.

(d) The employment of such person does not result in laying off any employee employed by the Company or result in interference with or curtailment of the seniority status of an employee with seniority.

13. The Company is willing to accept the Union proposal stated in section 41.

The Company is willing to accept section 42 provided subsection (d) is omitted.

The Union says this subsection must remain in. The Company says it must come out.

The Board has had to try to discover what dynamite is hidden under this subsection.

14. The class of persons which section 42 purports to benefit are the war service men who at the time of their entry into war service were unemployed. It would include young men leaving school or college or men who though employed at some time previous were out of work at the time of joining the forces, or farm boys leaving their fathers' farms to join the army. It does not cover the case of a man working for this Company and who resigned a week before enlisting although he might be said to be unemployed at the date of enlistment. His case is dealt with by section 41. Neither does it cover the case of an employee of some other Company similarly resigning for whom the draft agreement imposes no duty on the Company no

doubt on the theory that it is the duty of each Company to look after its own returned men.

But after every Company shall have looked after its own war service employees there will be a very large number of other war service men looking for jobs of whom the school and college boys above mentioned are taken as an example. These are the men supposedly protected by section 42.

How does subsection (d) affect them?

15. To estimate the influence on their chances of employment in the face of this subsection one has to consider the situation in the City of Windsor where the Company's plant is situate. Prior to the war by far the greater proportion of industrial employees were engaged in automobile production either in the Ford, Chrysler and General Motors Plants or the many smaller plants producing parts or accessories for automobiles.

During the war years there was a switch from civilian automobiles and trucks to war vehicles. Automobiles for civilian use have a lifetime of five years or more. War vehicles have an average lifetime of much less than five months. To supply the voracious appetite for war vehicles and other war equipment a tremendous demand for more manpower for war production arose so that the normal peacetime number of industrial employees rose by approximately 100 per cent.

The high wages prevailing in war industries attracted labour from every section of the Dominion where there was a lack of war industries and particularly from parts of the country where the ordinary peacetime enterprises were depressed by war conditions. Windsor enterprises in this way robbed most of the rest of the country, including the farms, of much of its manpower.

16. Now at the end of the war, conditions are here under which most of that manpower must be returned to the sources from which it came. It would be the height of foolish optimism to hope that there can be such a market for five year automobiles to be paid for out of reduced earnings of private citizens as for five month war vehicles paid for by governments out of the swollen revenues of a war period.

Not even after reconversion is completed and even if many new infant industries should be established in Windsor can it be hoped that even in the course of five years could employment here reach anything approaching wartime maximum. If the reverse were the condition and there were prospects of a substantial increase in employment over the wartime figures subsection (d) might not unduly obstruct the getting of jobs by the

groups which section 42 professes to safeguard, but with conditions as they are that subsection is fatal to their chances.

17. For example take the case of two students or two farmers' sons, each 18 at the outbreak of war. One of each pair immediately enlists and serves his country throughout the war and at the end is discharged. The other of each pair remains a civilian and comes to Windsor and is employed for the same period in a war industry. Under subsection (d) neither of the service men could be employed if their employment should necessitate the displacement of the civilian. This would be equally true if the civilian had only been hired one year before the end of the war and therefore had only what is spoken of as one year's seniority while his opposite in military service has under the previous provision of section 42 supposedly acquired six years' seniority. It would be equally true if the civilian had never been a resident of this City or County before being so employed and the service man a native of Windsor and resident here all his life. Therefore, the Union proposal for the retention of subsection (d) is unacceptable to this Board.

18. What about the counter-proposal of the Company for the deletion of said subsection (d)?

It is equally unacceptable to this Board for the reason that it could be utilized as the means of breaking the Union at any time that the demands of the Union might be deemed unacceptable to management.

We have no reason to believe that the Management of this Company has any such intention but we feel that no Conciliation Board should set the precedent by approving an agreement leaving the door open for such perversion of the object of collective bargaining. Our reason for finding that the terms suggested here could be so used are as follows: the great majority of the employees at present employed in war industries were not in the employ of their present employers at the outbreak of the war but were taken in from time to time thereafter. Therefore, they would have lower seniority than the war service men who enlisted at the outbreak of the war, or shortly after. If, therefore, a Company were minded to weed out from that major part of its employees any number of obnoxious Union men, all it would have to do would be to comb the ranks of returned men from end to end of Canada for those of higher seniority than the men whom it desired to be rid of.

19. We feel that there must be some middle plan adopted between the Union proposal

which is unfair to the returned men and the Company alternative which is unfair to the Union. We, therefore, recommend that in lieu of section 29 of the draft agreement there be substituted the provisions of section 41 and section 42 of the Union draft above quoted subject to the following amendments:—

After the words "September 1, 1939" insert the words "immediately upon employment" in lieu of the words "upon having been employed for the probationary period provided for all new employees in the contract and not before".

Amend subclause (a) by striking out the words "it is agreed".

Amend subclause (b) by inserting immediately after the word "exercised" the words "more than once".

Amend subclause (c) by striking out all the words after "the Company" where they first appear and substitute the following "on his application for employment".

Amend subclause (d) by striking it out and substituting the following:—

(d) the employment of such person does not result in bringing the total number of the class of returned war service men of the class described in this section above the level of fifteen per cent of the employees covered by this agreement then employed by the Company and will not cause the displacement of any employee except by a war service man having greater seniority who was a resident of the County of Essex for at least a year prior to the commencement of his war service.

20. The reasons for these amendments are as follows:—

The first of the amendments is required to put the returned service man in a position of equality with other employees of the same or lower seniority.

Subclause (a) The deletion of these words leaves it up to the returned man to prove his disability. If the Union believe the claim fraudulent it can report to grievance procedure.

Subclause (b) A returned man who has had no previous experience in industry may find out he is in the wrong kind of work. He should be given at least one chance to rectify his mistake.

Subclause (c) The Union proposal is one directed against fraud and would be useful if its proposed clause should be adopted as a standard clause in all collective agreements. Until this is done the Union will have to use grievance procedure to prove its contention that a returned man is exceeding the "second chance" above referred to.

Subclause (d) This is the Board's suggestion for the middle way between unfairness to returned men and unfairness to Union members. The matter that gave us much concern

was the fixing of the percentage. It may be too high, it may be too low. We felt that some definite figure should be set so that the Company should be at liberty to employ some men of that class without waiting for long drawn out negotiations; and on the other hand that the Union should know that their members were not subject to wholesale dismissal to make room for returned men from all over the country.

We are of opinion that the industries of each industrial centre should be expected to provide primarily for the returned men of their own area. That is the area in which the men would feel most entitled to look for a job. We have as far as this Company is concerned treated the area as the County of Essex.

We respectfully submit the above as our unanimous report on the matters referred to us subject to the reservation of individual members on certain specific recommendations which reservations are hereto appended.

Dated at Windsor, this 22nd day of September, 1945.

(Sgd.) J. J. COUGHLIN.

Chairman.

(Sgd.) N. MACPHEE,

Member.

(Sgd.) S. MIDANIK,

Member.

Mr. Midanik's Reservations

WAR SERVICE SENIORITY

The Company and the Union were in agreement on all clauses of the Union draft as set out in the Report with the exception of section 42 (d). It is, therefore, submitted that the powers and duties of this Board are limited to recommendations concerning this clause and that this Board should not attempt to alter any provisions to which the parties have agreed. This is a Board of Conciliation and Arbitration and not a tribunal which can impose its will on the parties hereto to change a matter upon which they have agreed.

As to section 42 (d), it will be readily conceded that neither the Company nor the Union, nor any member of this Board lags behind in their desire to effect a speedy and satisfactory rehabilitation of the returned man. Nevertheless, I cannot but feel that it is beyond the scope of this Board to attempt to lay down a broad rehabilitation program. This is a matter of policy to be decided by the elected representatives of the people assembled in Parliament.

Apart from the above, my instinctive reaction to such a clause as proposed by the Board is that it will be no solution to an unemployment problem, if such there will be,

to permit one employee while on the job to be displaced at will by some one else be he a returned man or not. The solution lies not in competition by different groups in a declining jobs market, but rather in the maintenance of full employment.

Mr. MacPhee's Reservations

The following are the only matters in which I am unable to concur with the foregoing recommendations.

I regret that I cannot join in the recommendations regarding Union Shop and Check-off. As these items are closely related I shall deal with them together.

I was not impressed with the reason advanced by the Union for inserting such drastic clauses in the agreement. It seems to me that these are internal Union matters which have no place in an agreement with the Company. I cannot see how one party to a contract is justified in calling upon the other party to assist in its management. A Union shop or maintenance of membership plan seems to indicate that the Union fears it cannot control its members effectively otherwise. I should think that a well-managed Union which is serving its members well and faithfully would have a tendency to attract new members with all members ready and anxious to pay their dues and assessments.

I believe in democratic institutions and I feel that Union Security is best accomplished by good service to its members and that the Union heads should have always before them this necessity, faced always with the stern consequences of bad service. I feel that the Union is ill advised to ask for such a clause as it will be on a firmer foundation and a stronger without it in the long run. These men who are now so whole-heartedly in favour of this Union as their Bargaining Agent, will

no doubt continue so if well-served and I do not think that their livelihood should be jeopardised if at a later date they or some of them have good reason to break with this Union in favour of another Union or none at all.

I believe that a member should be able to speak out freely at all times and without fear of reprisal, and also to cease to pay dues by way of protest. No data was produced at the hearing to show what protection a Union member has against arbitrary action of the executive and I am of the opinion that the Board should be satisfied that adequate safeguards appear in the Union constitution before we should be called upon to give such drastic powers to the executive. The employer is likewise concerned that an employee will not have to be discharged because of disagreement with the Union although his work may be entirely satisfactory in the plant.

I cannot say what attitude I would have taken if I felt that the data had been presented which would justify a different conclusion nor the attitude I would have taken if certain disturbing occurrences had not taken place recently in this community which make me somewhat reticent in recommending that the Union should be granted more power than is necessary for the due carrying out of its duties as the Bargaining Agent for the employees.

With regard to clause 11 as to arbitration of grievance as to wages, hours and working conditions, I feel that wages and hours are matters for nation-wide legislation and regulation so that any decision should affect all plants in competition with one another equally. As to working conditions, I should be prepared to concur were this term not so wide and general and capable of being interpreted to mean many things and so might become a source of disagreement and confusion.

Report of Board in Dispute between Firestone Tire and Rubber Co. of Canada, Ltd., Hamilton, Ont., and Local 113, United Rubber Workers of America

On August 27 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: Hon. Mr. Justice W. D. Roach, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board; Messrs. Neil Petersen and Arthur Williams, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

The Honourable the MINISTER OF LABOUR,
Ottawa, Ontario.

In the Matter of The Wartime Labour Relations Regulations, P.C. 1003 and of a dispute between Firestone Tire and Rubber Company of Canada Limited, Hamilton, Ontario, (Employer) and United Rubber Workers of America, Local No. 113 (Employees).

The Board of Conciliation established by you in this matter has completed its endeavours. I regret that your Board finds

itself unable to submit an unanimous report. Mr. Petersen and Mr. Williams, the other members of the Board, and I are in agreement with respect to much that is herein contained. As to those matters on which we are not in agreement they purpose submitting a separate report.

The Company is engaged in the manufacture of automobile tires at its plant in the City of Hamilton. There are approximately 1300 employees on its payroll of whom approximately 1200 will be affected by the collective bargaining agreement, and of those thus affected approximately 350 are female employees. The Local Union was chartered by the International in January, 1943, and was certified as the collective bargaining agency of the employees to be thus affected under date October 28, 1944. Prior to this certification a vote by ballot was conducted among those employees, the question submitted to the employees being substantially whether they desired the Union to represent them for collective bargaining purposes or not. There were 1212 votes cast and of these 1020 were in favour of the Union and 192 against. Following certification the Company and the representatives of the Union and the Bargaining Committee of the employees commenced negotiations for a collective bargaining agreement on November 14th. The Board was advised that there had been twenty-three meetings between the Company and the Bargaining Committee, the last of which was held on April 3rd. Very little progress had been made notwithstanding those many meetings, and when your Board first met with the parties it was astounded to find that it was to be necessary for your Board to consider with the parties almost every item and phase of a collective bargaining agreement. Even upon matters on which it appears to your Board the parties, if they had each been sincere in their desire to consummate such an agreement, could have been unanimous, no agreement had been reached.

The Board met with the parties at the City of Toronto on July 23rd, 24th, 26th and on August 13th. The Company was represented throughout by Mr. R. A. McGee, Superintendent of the plant; Mr. C. A. Robins, Personnel Manager. Mr. R. R. Evans, K.C., was present at the meeting on July 23rd as counsel; but was unable to attend subsequent meetings. The Union was represented throughout by Mr. J. MacKenzie, District Representative, William Smith, President of the Local, Harry Yeomans, Vice-President of the Local and a member of the negotiating committee, Mr. Mark Smith, a member of the negotiating committee. At the meeting on August 13th

Mr. George Wilson, a member of the negotiating committee, was also present.

There has not previously been any collective bargaining agreement between the Company and its employees. It was not shown that at any time, at least in recent years, the relations between the Company and its employees had been anything but harmonious. Notwithstanding that fact in the meetings which the Board had with the parties their respective attitudes toward one another indicated undue suspicion by each of them of the other. In view of previous employer-employee relations such suspicion in my opinion was not justified. As the proceedings before the Board progressed these respective attitudes on the part of the parties mellowed considerably and we would expect that once a collective bargaining agreement is entered into between the parties there should be a continuance of the good relations between them. We realize that the continuance of those good relations will depend to a large extent upon the degree of confidence which each of the parties by their respective attitudes hereafter will instill in the other, and all the members of your Board impressed this fact upon the parties, pointing out to them, if such was necessary, the necessity for co-operation between them.

As a result of the Board's meetings with the parties I am pleased to report that the parties have been able to agree on the majority of the terms of the collective bargaining agreement, and the matters upon which they have been able to agree are set forth in the form of an agreement in Appendix A hereto attached.*

The matters upon which they have been unable to agree and on which I must therefore report, and if considered advisable recommend, are as follows:

(1) ARTICLE II RECOGNITION

The Company urged that there should be added to, paragraph 2 of Article II the following provision:

or solicit membership in the Union, hold meetings or engage in Union activity in such a manner as to interfere with discipline or production on Company time. Violation of any of the foregoing by an employee shall be a just cause for release or for discipline in the discretion of the Company.

Discipline and production are of prime importance to the Company and in my opinion it would be unreasonable that any employee

*The appended agreement dealt with union recognition, rates of pay, holidays, seniority, vacations with pay, and grievance procedure.

should on Company time engage in any of the activities proposed to be prohibited by such provision in a manner as to interfere with discipline or production. I therefore recommend that this additional provision should be included as requested by the Company.

(2)

ARTICLE III

*HOURS OF WORK AND OVERTIME
RATES OF PAY*

A clause in controversy and which had been submitted by the Company was as follows:

In cases where employees are notified to report for work, and upon reporting are sent home, they are to receive for reporting three (3) hours pay at their day-work rate. Accepting another job in preference to going home the employee is to receive the standard day-work rate for the job, or his earnings on the job, whichever is the higher. If he works a portion of the three (3) hours at his regular piecework operation, he shall receive payment for the time worked piecework and authorized day-work rate for the unworked portion of the three hours, the exceptions being a major mechanical breakdown, refusal to accept a substitute job, or work stoppage on the part of the employee or employees in which cases no special pay will be granted.

The foregoing provision was satisfactory to the Union except that it urged that in substitution for the three hour period therein referred to there should be a four hour period.

The Company is working upon eight hour shifts and if the request of the Union is adopted then the payment to an employee in the contingency provided for by the clause in question, would be payment for a half shift. In my opinion the request of the Union is not unreasonable and I recommend that the Company should accede to it.

(3)

ARTICLE V

SENIORITY

There were three provisions under this heading in controversy. *First:* The Company submitted the following provision:

When an employee has been transferred from one department to another or if an employee is recalled in a different department than that from which he was laid off he will, provided he makes application to the Employment Office within one (1) year of transfer or recall be given the privilege of the next vacancy in his former department provided his work in the opinion of the Company was satisfactory at the time of lay-off or transfer and the Company considers that he is physically fit and otherwise qualified to fill such vacancy.

The Union submitted that this clause be amended to provide that the employee at the time of his transfer or lay-off be notified by the Company, if he so requested, whether his

work was or was not satisfactory, the purpose of the suggested amendment being that the employee should know at that time whether or not he might reasonably anticipate being recalled and having the privilege of the next vacancy in the department from which he was transferred, or in which he was employed at the time of his lay-off.

I feel that there is some merit in the reason advanced by the Union for such an amendment. To meet the situation I recommend that this clause be amended and as amended read as follows:

When an employee has been transferred from one department to another, or if an employee is recalled in a different department than that from which he was laid off, he will, provided he makes application to the Employment Office within one year of transfer or recall be given the privilege of the next vacancy in his former department provided that at the time of lay-off or transfer, according to the then records of the Company, which the employee shall be entitled to see, at the time of his transfer or lay-off his work has been satisfactory, and provided that at the time of such vacancy the Company considers that he is physically fit and otherwise qualified to fill such vacancy.

The second clause in controversy, and which was also submitted by the Company, was as follows:

When recalling laid-off employees the oldest employee in point of service shall be recalled first to fill a vacancy in his department where in the opinion of the Company his experience, record and qualifications merit him being so recalled. If there is no vacancy in his department and there is a vacancy in some other department and all other employees have been returned to work such laid-off employee shall be given consideration where in the opinion of the Company such employee's experience, record and qualifications merit his being recalled.

The criticism of this clause by the Union had to do with the words "in the opinion of the Company" and that the date of the "opinion of the Company" should be the date of the lay-off. I find some merit in this criticism and to meet the same recommend that the clause be amended, and as amended read as follows:

When recalling laid-off employees the oldest employee in point of service shall be recalled first to fill a vacancy in his department where in accordance with the records of the Company at the time of such lay-off his experience, record of service and qualifications merit him being so recalled. If there is no vacancy in his department and there is a vacancy in some other department and all other employees have been returned to work such laid-off employee shall be given consideration where according to the records of the Company at the time of his lay-off such employee's experience, record of service and qualifications merit his being recalled.

The third clause in controversy under this heading and which was submitted by the Union was as follows:

All four executives of the Union (President, Vice-President, Secretary and Treasurer) and the five members of the Plant bargaining Committee shall hold highest seniority rating in case of lay-off but not on job preference in their respective departments on their established operations during their term of office. All stewards not in excess of of sixty with two years or more of service shall hold seniority rights on their shifts on their established operations during their term of office. We understand 'established operations' to mean the regular jobs of the officers members of the plant negotiating committee and the stewards mentioned above.

Not all employees of the Company to be affected in the bargaining unit are now and some may not hereafter be members of the Union. The Company's objection to the provision was, that as to those employees, and also as to employees who are or may become members of the Union, such a provision would be unfair to employees who had acquired seniority, perhaps as a result of long and faithful service to the Company, and that they would to the extent provided by the clause be demoted in seniority in favour of those persons referred to in the suggested clause: that it would be unfair to the Company because in the event of those persons given priority by the clause being low down on the seniority records the Company would be obliged to first lay off more experienced employees in favour of the lesser experienced.

The Union's argument was that in the event of lay-offs the officers referred to in the clause should have a preference in order that those officers as such would continue in employment with the Company and thereby the better serve their fellow employees.

In my opinion the argument of the Union does not out-weigh the contention of the Company. The membership of the employees in the Union is large and it is almost inconceivable that in any partial lay-off only non-union members would be retained. This being so in the event that any of the officers referred to in the clause are laid off and it is found by the Union as a result they are not in a position to adequately serve their fellow employees, then loyalty to their fellow employees should prompt them to resign their office so that employees who have been retained may by election replace them.

I therefore recommend that the Union should withdraw its application for the insertion of this provision.

(4) The next provision in controversy and on which the parties were unable to agree,

arose out of the clause submitted by the Company as follows:

A male employee shall not accumulate seniority on a female operation, nor a female accumulate seniority on a male operation.

The Union urged that there should be one seniority list covering both male and female employees. The purpose for the clause as suggested by the Company, was that there should be separate seniority lists for male and female employees.

It was pointed out by the Company that among female employees there was an annual turn-over of about 9 per cent, and among male employees an annual turn-over of only 2 to 3 per cent. If, therefore, there was one seniority list only it is conceivable that eventually there would be no female employees on the payroll. It would appear also that there are certain operations in the Company's plant which can be carried on quite successfully by female employees, and in the history of the Company's operations, abnormal times excluded, those operations were conducted by female employees.

In my opinion the agreement should contain, as requested by the Company, a provision that there should be separate seniority lists for male and female employees.

(5) The Union urged that the collective bargaining agreement should contain the following provision:

It is agreed that any change of operation from female to male, or male to female, shall be subject to negotiations before it becomes effective.

The inclusion of such a provision was most vigorously opposed by the Company.

In my opinion the inclusion of such a provision would be an unwarrantable and unjustifiable intrusion by the employees in a field which is essentially one for the decision by management and I unhesitatingly recommend that the Union should withdraw that request.

(6) The Union urged that the collective bargaining agreement should also contain the following provision:

It is agreed that regardless of age or sex equal pay for equal work shall prevail

The slogan "equal pay for equal work" in my opinion requires some refining. This necessity became obvious to me when the representative of the Company explained certain operations in its plant which were carried out by male employees and/or female employees. In connection with those operations a female employee could perform a very large part of the operation, but there were other smaller portions thereof which could not be undertaken by a female employee, so that where a female employee was

engaged in the operation the completed task required some minor assistance from a male employee. I do not understand that the Company quarrels with the proposition that there should be equal pay for equal results, but viewing such an operation as that to which I have earlier referred as a unit of operation, it is apparent that since a female employee cannot complete the work involved in the whole unit her services to the Company, measured by the value of the completed product turned out in that unit of operation, are not as great as a male employee's.

To meet the situation I recommend that in substitution for the provision as suggested by the Union, there be included in the agreement the following provision.

In the case of female employees the Company agrees to pay them equal wages with male employees provided that they attain equal results, that is that they produce a product in the same quantity of the same quality and at the same indirect cost as a male employee.

(7) Controversies arose between the parties in which their opposing views could not be reconciled in connection with Article VIII Grievance Procedure.

The Company submitted that an employee having a complaint, dispute or grievance should proceed as follows:

Step 1—Complainant may discuss the matter with his immediate supervisor in charge. If it is necessary to hold a further meeting the supervisor will upon the request of the employee meet with the employee, and at the employee's option with or without a Union Committeeman employed in a Department falling within the jurisdiction of such supervisor, within 72 hours of the time of request excluding Saturdays, Sundays and Holidays. If the grievance is not settled and the employee desires to carry it further then he shall proceed to Step 2, to which reference will be made hereafter.

The Union urged that in this Step 1, a Union Committeeman should take part in the discussion of the complaint, dispute or grievance with the supervisor, for the reason that the subject matter of the complaint, dispute or grievance might not affect the individual employee alone but affect several or all employees. It is very easy to envisage a situation developing and affecting a group of employees and which inspires one of such group on his own behalf to complain to the supervisor. If the supervisor and the complainant between themselves should settle the dispute it would be quite possible that the next day another employee equally affected by the first complaint would go to his supervisor with the same complaint, and he would certainly not be bound by the decision of the supervisor made on the day previously, or

by the agreement arrived at between the first complainant and the supervisor. It would seem to me that a procedure which would permit a multiplicity of decisions arising out of the one subject matter is not desirable and that both the Company and the Union would be anxious to avoid such multiplicity. As to grievances or complaints which affect, and can only affect or are personal alone to an individual employee, I can see no necessity for a Union Committeeman taking part in any discussion regarding the same with the supervisor.

I recommend that the procedure provided by Step 1, above should be amended to provide that no agreement between an individual complainant and the Company shall be arrived at and no decision shall be made by the supervisor, failing agreement, where such agreement or such decision affects more than one employee, unless the Union Committeeman has had the opportunity of participating in the discussion between the complainant and the supervisor.

Step 2 in the case of a complaint in accordance with the submission of the Company should be as follows:

The employee with or without such committeeman may immediately request said immediate supervisor to arrange a meeting with the Department Manager. At this time the grievance shall be submitted in writing signed by the employee and the meeting held within seventy-two hours of the time of request, excluding Saturdays, Sundays and Holidays. The purpose of this meeting will be the further discussion of the grievance and to try to effect a settlement. If no settlement is reached at this meeting and the employee desires to carry the matter further the next step is Step 3 upon which the parties have agreed.

In my opinion and without repeating the reasons therefor, I recommend that Step 2 as above set forth should also be amended to provide in the same terms as are recommended in connection with Step 1 for the situation where the subject of the complaint affects more than one employee, so that the Department Manager shall not be a party to any agreement or give any decision unless the Union committeeman has had the opportunity of participating in the discussion with the Department Manager.

If no settlement is reached in Steps 1, 2 or 3 of the grievance procedure the Company submitted that Step 4 be as follows:

The Negotiating Committee shall at once request in writing a meeting with the Plant superintendent or his nominee and at this meeting the Committee may call a representative of the International Union to assist in the negotiations. The provisions incorporated in Step 3 relating to calling witnesses shall also apply and govern here. This

meeting shall be held within seventy-two hours of the time of receipt of request by the Plant Superintendent excluding Saturdays, Sundays and Holidays. If no settlement of the matter is reached the same shall if it is a subject matter for arbitration hereunder be governed by the arbitration provisions (Article IX) as agreed upon.

The Union contended that the meeting should not be deferred as long as seventy-two hours. It seems to me that the Union suggestion is meritorious. If and when a complaint or grievance reaches Step 4, the subject matter of it and all features to be considered by the Company in connection with it should be reasonably well known by the Company, and that the procedure provided by Step 4 should be put in operation with as little delay as possible consistent with fairness to both parties. I therefore recommend that the clause as submitted by the Company be amended to provide that the meeting with the plant superintendent shall be held within twenty-four hours of the time of receipt of request by the plant superintendent, excluding Saturdays, Sundays and Holidays, save only under exceptional circumstances when the meeting shall be held within seventy-two hours. (Exceptional circumstances might include sudden illness by the superintendent or absence from the city and similar contingencies).

(8) The final matter on which the parties were unable to reconcile their opposing views had to do with "union security".

The Union urged that the agreement contain the following provisions:

(a) Both parties are agreed that in order to ensure that the Union shall be truly representative of the employees of the Company, it is desirable that all regular employees take advantage of the privilege of membership in the Union so that their voice and vote may make the deliberations of the Union truly representative of the wishes of the regular employees of the Company.

(b) All present regular employees, together with all future hourly rated piecework and salaried employees, who are eligible for membership in the Union and who have completed a cumulative period of service of three months (excluding overtime) with the Company, shall be considered as having become regular employees of the Company. All future regular employees, together with all present regular employees shall be members of the Union in good standing during the life of this agreement as one of their conditions of employment with the Company.

(c) Upon authorization the Company shall deduct from the earnings of each member such Union dues as are established by the Union and shall turn same over to the bonded officer of the Union, such deductions to be made from the earnings of each member on the first pay day of each month. Such deductions of dues shall represent payment of same for the current months.

The inclusion of paragraph (a) above would amount to an indorsement of the Union by

the Company, and while falling far short of coercion on its employees to join this particular Union it would, so the Company urged, be an intrusion by the Company into a matter which concerns the individual employee only and is repugnant to the view of the Company that the employee should be left to make his own decisions in such matters without any interference or suggestion or blessing by the Company. I subscribe to that view.

Paragraph (b), of course, provides for a union shop, and paragraph (c) for compulsory check-off of union dues by the Company for the life of the agreement.

It is not necessary in my opinion to here enumerate the arguments put forward by the Union in favour of a union shop, or the counter arguments put forward by the Company. They were the usual arguments where the question of union shop is in controversy. It will suffice to say that in my opinion the minimum conditions for the inclusion in a collective bargaining agreement of a provision for union shop do not here exist.

As pointed out earlier in this report this agreement when consummated will be the first collective bargaining agreement between the Company and its employees: that, without sufficient justification, each party is suspicious of the other: and, finally, that this Company has not had any previous experience with this particular Union. Collective bargaining being new to the Company it is not surprising that it moves with caution. It is a drastic change from its normal policy and quite apart from the merits or demerits of union shop in my opinion it should not be asked under the present circumstances to agree to it.

In my opinion it is not conducive to the best in employer-employee relations that the Union should at this stage ask for a provision for union shop. Before the Company should even be asked for such a provision it should at least have some experience with the Union and through experience have acquired confidence in the Union. I would hope that experience with this Union by the Company will result in such confidence. On the other hand in my opinion the Company should do more than merely "tolerate" and in "recognizing" it it should make an honest effort to co-operate with it to the end that the best employer-employee relations shall be the result. It will be for the Union to sell itself to the Company, and it can best accomplish that result by acting reasonably and fairly and not over-reaching or attempting to over-reach, or creating "incidents" for the purpose of settling them. It can justify its existence and serve its purpose without adopting any

such methods. Furthermore, for the Union to insist at any stage upon unreasonable demands is not conducive to the creation of confidence by the Company in it. The relationship between employer and employee is not something static, but there should be stability in that relationship, and in the field of bargaining while each party is entitled to its just due within the field of reasonableness there might well be a quid pro quo. Neither party should be militant under the present method set up for collective bargaining and in the machinery for settling differences in the course of bargaining a militant attitude is unnecessary.

I recommend that the Union withdraw its request for a union shop and compulsory irrevocable check-off and accept in lieu thereof a provision for voluntary check-off by the Company of Union dues revocable on ninety days' notice, and that the Company as a gesture of recognition and co-operated rather than mere tolerance agree to it.

During the hearing the representatives of the Company expressed doubt as to the paid-up membership of its employees in the Union. The form of check-off which I suggest would be a method by which the extent of such paid-up membership might be reasonably estimated by the Company at any time.

At the hearing the Board suggested to the Company that it might very well in the present circumstances agree to a check-off, and among other answers given by the Company it was pointed out that a check-off would mean an initial expense to the Company in connection with their payroll machinery of \$750.00. If this be so while I am not making any recommendation in that regard it would not be unreasonable if the parties equally shared that initial expense.

All of which is respectfully submitted.

(Sgd.) W. D. ROACH,
Chairman.

Dated this 20th day of August, 1945.

Report of Mr. Arthur Williams

The Honourable The MINISTER OF LABOUR,
Confederation Bldg.,
Ottawa, Ontario.

IN THE MATTER OF The Wartime Labour Relations Regulations, P.C. 1003 and of a dispute between Firestone Tire and Rubber Company of Canada Limited, Hamilton, Ontario. (Employer) and United Rubber Workers of America, Local No. 113

Although I find myself in agreement on most of the matters contained in the report of Mr. Justice Roach in the above case, there

are a few items which I conceive to be of so major a character that I cannot see eye to eye with the other members of the Board; hence this minority report.

I subscribe wholeheartedly to the remarks of the Chairman that this Conciliation Board has had a most difficult task to perform. I would like to compliment the other members of the Board for the very great patience and effort they put forward to promote some measure of good relations between the Union and the Company.

It has been a most important and thankless task and I am quite certain that however jarring the present relationship between the parties may be, a better spirit will only emerge as a result of longer association together.

The matters which prompt this minority report are as follows:

1. Check-off and Union security.
2. The demand of the Company for exclusive authority in the disposition of the employees.
3. The right of employees to be given by the Company documentary evidence on being laid off or transferred to another Department.
4. That Union officials should be granted some prior rating in seniority while serving in their official capacity.

Apart from these four matters I am in agreement with the Board on all other matters that came before it.

During the proceedings before the Board reference was made on many occasions to a "suspicion" allegedly existing between the parties. Also the Company repeatedly stated that the Union must show "stability because this was the first agreement". Reference to these things is also contained in the report of the Board Chairman, Mr. Justice Roach.

I must confess that in the very first session that the Board had with the parties, the Company created in my mind a very grave suspicion that they were not being quite frank with the Board. While the Union, at this session, gave to each member of the Board a fairly comprehensive story of its relations with the Company in the form of a Brief, the Company claimed not to have anything at all for the Board. Yet, it was quite clear in the discussion that took place that the Company did have something because it repeatedly kept referring to a typewritten document it had before it. Despite its requests the Board was unable to secure a copy of this document from the Company and the session was ultimately adjourned in order that the Board itself could have copies typed.

In almost the last hour of the final session the Board held with the parties, it was com-

pletely revealed that the Company did have a story because the Company representative, Mr. Peterson, produced such a document and informed the other Board members that the Company lawyer had provided him with it before the hearings began.

What the Company lawyer had given to this Board member could also have been given to the Chairman and myself, or, as an alternative, this Board member could have made the Board cognizant of the fact that such a document was in existence. This was not done and such a lack of frankness caused me to entertain the gravest doubts that the Company was approaching this very serious question of labour relations in the right spirit.

While it is true that this is the first Union agreement negotiated by the Union with the Firestone Rubber Company of Hamilton it is by no means the first agreement that this Union has negotiated, and had in operation, in other rubber plants. As a matter of fact the Union is a most experienced organization and it has got contracts in practically every other one of the rubber companies in Canada. It does appear to me quite reasonable to expect that because of the inexperience and extreme infancy in matters of Union relations on the part of the Company that it would be well advised to accept a contract containing similar provisions to that in operation at the present time between this Union and other tire companies in Canada.

Unfortunately, for the complete success of the Board's efforts, the Company insisted on an individualistic approach to these questions thereby making the task of the Board more difficult than that of any other Board with which I have been connected. Because of a circumstance of this particular kind I regard it as a first essential to good relations in this plant that the Union shall be assured of security. I therefore recommend the following.

A—Those who are now members of the Union shall remain members in good standing as a condition of employment.

B—That all other present employees as well as future employees shall be required to become members of the Union and maintain themselves in good standing as a condition of employment.

Because of the wide acceptance of the principle and operation of the check-off I find it hard to bring myself to believe that the Company entertains any strong opposition to putting it into effect in its plant.

The only degree of disagreement between the Chairman and I on this matter is the time element. The Chairman suggests that the check-off could be revocable after 90 days. I feel that when a person gives his or

her word of honour in the form of a recorded vote for the acceptance of the contract as a whole that such person should not be presented in the contract with a ready-made opportunity to violate its provisions through reason of whim or fancy, by dropping out of the Union, at least not before the date on which the contract expires. I therefore recommend,

That the check-off should be conceded by the Company on receipt of a signed authorization voluntarily given by the employee and that such authorization shall remain in effect for the duration of the agreement.

Unfortunately, I find myself in wide disagreement with the Company and other members of the Board on Item 2, which is, "The demand of the Company for exclusive authority in the disposition of employees". To admit of such wide and sweeping power being the chief prerogative of any organization or individual is to give encouragement to a most dangerous practice. I readily agree that the Company, or any other agency, for that matter, can enjoy all the authority it likes and desires over the things it owns but it certainly cannot be right that such unrestrained sway should be exercised over human beings. The machines, the building, the materials, are owned by the Company with which it can do what it pleases and I would be the first to support the Company in its right in this regard. But the employees are human beings, not pieces of machinery, or a commodity, to be disposed of at the will of any single agency. The Company, I am certain, will lose none of its prestige nor any of its authority by discussing with the Union questions concerning the disposition of the working personnel within the meaning of the collective bargaining unit. What the Company proposed as the method of dealing with this problem was as follows:

In the event of a vacancy within the Department, seniority shall be given consideration where adaptability, capability, and other factors are equal in the opinion of the Company. In this respect the decision of the Company shall be final and binding.

The Union took strong exception to such complete authority being in the hands of the Company. Alternative words were suggested to take the place of the last sentence. These suggested words were as follows:

It is the function of management to determine adaptability, capability, and other factors.

Although the alternative words were less objectionable than those contained in the Company proposal, the effect was just the same. In the hope that it will overcome

the objections of both Union and Company, I recommend the following:

In the event of a vacancy within the Department, seniority shall prevail where adaptability, capability, and other factors are equal. In doubtful cases the Company shall discuss the matter with the Negotiating Committee of the Union and may then ask the employee to qualify for try-out for a period not exceeding three months.

The simple matter in disagreement between us in Item 3, namely, "The right of employees to be given by the Company documentary evidence on being laid off or transferred to another Department", is that I hold the view that when an employee is transferred from one Department to another or is recalled after lay-off to work in some other Department that such employee should receive at the time of the lay-off, or transfer, a simple note saying whether his services were satisfactory up to that time. It does occur to me that the Company should be glad to do this very minor thing if only to demonstrate its good faith. In the absence of such declaration given to the employee there is left the feeling that any story of unsatisfactory service might be used at some time in the future as an excuse to prevent a particular employee from returning to his former Department. I therefore recommend that,

When employees are transferred from one Department to another or are laid off that such employee shall be given a written statement, stating whether the employee's services had been satisfactory or otherwise.

There is a special feature about Item 4 which is, "That Union officials should be granted some prior rating in seniority while serving in their official capacity", which is deserving of attention. It is that Union officials, by the very nature of their many duties, are frequently in conflict with Company officials. This is something that it is impossible to avoid. The request for prior rating in the seniority list during such time as these employees hold office is merely to prevent even the possibility of any discrimination against them. I therefore recommend that,

Those employees holding top-ranking positions in the Union, and those employees holding positions as members of the Grievance Committee, together with the general stewards of the Union, to be given top rating in the seniority lists while holding such positions.

All of which is respectfully submitted.

Dated this 24th day of August, 1945.

(Sgd.) ARTHUR WILLIAMS,
Board Member For the Union.

Report of N. Petersen

The Honourable HUMPHREY MITCHELL,
Minister of Labour, Canada,
Ottawa, Ontario.

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and of a dispute between Firestone Tire and Rubber Company of Canada Limited Hamilton, Ontario, (Employer), and United Rubber Workers of America, Local No. 113 (Employees).

As a member of the Board established to conciliate differences in connection with the above parties, I am pleased to report that I am in full and complete agreement with the Honourable Mr. Justice W. D. Roach, Chairman, except in the matter of "Union Dues Check-off".

Having had the opportunity of reviewing his contemplated report, I subscribe to all of his decisions and recommendations, including Article 5 up to and including subsection 7 which deals with Grievance Procedure. Article 5, Subsection 8, deal with "Union Security" and in my opinion Union Security should not be considered until a better mutual understanding has resulted and after further experience has been gained by both parties in bargaining procedure.

Respectfully submitted,

(Sgd.) N. PETERSEN,
Member.

Toronto, Ontario,
August 21, 1945.

Strikes After Conciliation Board Procedure Under Wartime Labour Relations Regulations

American Can Company, Limited, Vancouver, B.C.

On July 27 1945, some 446 employees of the American Can Company, Ltd., Vancouver, B.C., went on strike in an effort to compel the Company to agree to a "union shop" agreement or, at least, implement the recommendations of a minority report of a Board of Conciliation.

The Board of Conciliation had been established on February 14, 1945, by the Minister of Labour for Canada to deal with demands of the membership of Local 2821, United Steelworkers of America, for a collective agreement including clauses requiring all employees to become union members within

30 days, and providing for a "check-off" of union dues by the Company. The Company had previously agreed to the inclusion of a "maintenance of membership" clause in its 1943-44 agreement, but objected to its retention in its submission to the Board of Conciliation.

The majority report of the Board (*see page 975, LABOUR GAZETTE, July, 1945*) recommended, in addition to the continuation of "maintenance of membership" provisions, that the parties agree upon a clause under which the Company would act upon an employee's own request that his monthly dues to the union be deducted from his wages. The minority report, signed by the member of the Board representing the union, endorsed the majority's recommendation of a voluntary "check-off" and recommended further that, while retaining the "maintenance of membership" clause for present employees, the Agreement should require all new workers to join the union within a 30-day probationary period.

On July 19, the Company advised the Department of Labour that was prepared to accept the recommendations contained in the majority report of the Board. The employees' representatives continued to press for a fuller measure of "union security" and on July 26 the employees voted by 273 to 36 in favour of strike action unless the Company consented to a "union shop" provision in its agreement.

As soon as the strike occurred the Minister of Labour for Canada informed the Provincial Minister of Labour that the federal Department would be glad to assist in any way in trying to secure a settlement. This offer was made for the reason that under the Wartime Labour Relations Regulations the direct responsibility of the federal Minister of Labour ceases in respect of an industry within the jurisdiction of a Provincial Government as soon as the report of a Board of Conciliation is given to the parties and made public. Active mediation was undertaken by the Provincial Conciliation Service with officers of the federal Department of Labour lending indirect co-operation in every way possible.

Notwithstanding numerous proposals put forward, both the Company and the Union remained adamant in refusing to accept a compromise settlement. In the meantime the situation became very serious from the national point of view, as it threatened to interfere with the processing of foods destined not only for home consumption but for shipment overseas, to the Armed Forces and to allied countries. Growers of peas, beans and small fruits were in danger of losing their

crops when the supplies of cans of local canneries neared the vanishing point. With an unusually large run of salmon approaching its peak, a similar situation was faced in the fishing industry, while milk producers were also alarmed over the shortage of cans.

On August 6 the Acting Minister of Labour for British Columbia notified the federal Minister of Labour that every means of settling the dispute within the jurisdiction of the Province had been exhausted and asked that the Dominion Government take steps under the War Measures Act to bring the Company's plant back into production. The Minister of Labour at once informed the parties that such federal intervention had been requested and urged an immediate resumption of work, offering the services of a skilled mediator to assist in negotiations. When the proposal failed to have the desired effect, the Governor General in Council issued an Order in Council on August 9 appointing Mr. Gordon Bell, of Vancouver, as Controller of the Company with full power to manage and operate its plant. The Order also required the Company to reopen its plant and the employees to return to work. At the same time, the Honourable Mr. Justice S. E. Richards, of Winnipeg, Man., was appointed as an Industrial Disputes Inquiry Commission to endeavour to reach a settlement of the issues in dispute. Failing success within a specified period, the Commissioner was instructed to report to the Minister, recommending a specific formula setting out the manner in which the dispute might be determined.

The Company immediately undertook to reopen its plant under the controllership of Mr. Bell, and, following clarification of a few points regarding the continuation of the *status quo* while negotiations were in progress, the employees voted by a large majority to resume work. Large quantities of cans were released from warehouses on August 10, and normal operations commenced again the following day.

Following a period of intensive, patient negotiations, in which the Commissioner was assisted by two Industrial Relations Officers of the Department of Labour stationed in Vancouver, the parties signed a joint memorandum on September 21 in which their differences were reconciled.

The parties also agreed to minor revisions of the collective agreement and undertook jointly to apply to the Regional War Labour Board for certain wage adjustments and, if necessary, to carry an appeal to the National War Labour Board. In the event that approval could not be obtained by these means, the parties indicated their intention of again

seeking approval of wage changes if amendments were made to the Wartime Wages

Control Order during the life of the Agreement.

Ford Motor Company of Canada, Limited, Windsor, Ont.

On page 1477 of this issue of the LABOUR GAZETTE there appears the full text of the report of a Board of Conciliation which investigated a dispute between the Ford Motor Company of Canada, Limited, and Local 200, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. The day following the release of the Board's report, September 12, 1945, marked the beginning of a strike by approximately 10,000 employees of the Company which is still continuing as this issue of the GAZETTE goes to press.

The investigation by the Board of Conciliation was the culmination of a long series of steps dating back to April, 1944, by which agencies and officers of both the Dominion and Provincial Government endeavoured to compose differences between the parties. As stated in the report of the Board, issues relating to "union shop" and "check-off" were at the root of all the difficulties. None of the members of the Board was prepared to recommend the introduction of a "union shop" as insisted upon by the Union. The majority recommended a voluntary "check-off" of union dues irrevocable during the life of the agreement. Most other issues at stake were not considered in the report, but the Board promised to reconvene if its assistance concerning them was desired after the main issues were disposed of.

When the strike occurred the Department of Labour at once posted an observer in Windsor and the Minister of Labour, although

his direct responsibility ended once the Board of Conciliation Report was sent to the parties, expressed willingness to co-operate in every way with the Provincial authorities and to send in a conciliator if either of the parties made a request for one and it appeared that there was some hope of achieving good results.

On September 26, acting upon representations made by the Mayor of the City of Windsor, and following consultation with the Minister of Labour for Ontario, the federal Minister of Labour invited representatives of the parties to attend a round-table conference in Toronto in order to canvass the possibilities of securing a settlement. The Company replied to this offer pointing out that, in addition to picketing the factory, union pickets were preventing office employees, officials of the Company and all others from entering the main office premises. In these circumstances, the Company claimed that acceptance of the Minister's invitation would constitute acquiescence in what it considered to be unlawful tactics on the part of the Union. If mass picketing of its main office premises were discontinued, the Company would agree to the suggested conference with the Ministers of Labour for Canada and Ontario. For its part, the Union through its representatives expressed willingness to attend such a conference at any time, and refuted the Company's description of its tactics as unlawful.

As the LABOUR GAZETTE went to press there was no change in the situation.

Conciliation Work of the Industrial Relations Branch During September, 1945

Activities Under the Conciliation and Labour Act and Other Legislation

OFFICERS of the Industrial Relations Branch dealt with 14 industrial disputes during the month of September, involving 14,248 work-people employed in 91 separate establishments. Of these, eleven were new disputes which originated during the month and 3 were situations which had been un-terminated as of August 31st and received further attention in September. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages,

which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation

service; two officers in Montreal are assigned to the province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

Mining and Smelting, etc.

Coal Mining	3
Metal Mining	1

Manufacturing

Metal Products	4
Shipbuilding	1
Non-Metallic Minerals, Chemicals, etc..	1
Rubber Products	1

Construction

Buildings and Structures.....	1
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Transportation and Public Utilities

Miscellaneous	1
Water	1

Nature of Dispute or Situation

Strike or Lockout.....	5
Threatened Strike	1
Controversies	1
Arbitrations	4
Requests for services of Commissioners..	3

Predominant Cause or Object

Increase in wages.....	2
Discharge of workers for union membership or activity.....	3
Other Union questions	3
Discharge of workers for other than union activity	1
Employment of particular persons.....	1
Unclassified	4

Disposition

Strike terminated by mediation.....	1
Decision rendered in arbitration.....	1
Industrial Dispute Inquiry Commission appointed	2
Dispute lapsed or called off; no further action required	3
Other disposition	1
Disposition Pending	6

Method of Settlement

Conciliation or mediation.....	3
Arbitration	1
Investigations only	2
Settlement Pending	8

Brief summaries of the cases of chief interest follow:—

Factory Workers, Toronto, Ont.—On September 10, 1945, the Minister of Labour for

Ontario requested the Minister of Labour for Canada to appoint an Industrial Disputes Inquiry Commission to investigate charges that two employees of the Way-Sagless Spring and Mattress Company, of Toronto, had been dismissed because of union membership or activity on behalf of Local 400, Upholsterers' International Union of North America. The request was made following a preliminary investigation of the case by an Industrial Relations Officer stationed in Toronto. On September 12th, His Honour Judge J. Egerton Lovering, of Toronto, was appointed to conduct a formal investigation. At the end of the month the hearing of the case was still pending owing to the illness of a material witness.

Longshoremen, Montreal, P.Q.—On September 26, 1945, some 1,500 longshoremen employed at the Port of Montreal by members of the Shipping Federation of Canada ceased work and joined a demonstration connected with the re-introduction of meat rationing. At the time, a considerable group of retail butchers in the Montreal area had closed their shops as a protest against meat rationing and were endeavouring by force to compel other butcher and grocery stores to close their doors. The longshoremen's strike, which did not have official sanction of the International Longshoremen's Association, was claimed to have resulted from a shortage of meat supplies in harbour restaurants rather than from sympathy with the ration-resisting butchers. On September 28th, the senior Industrial Relations Officer in Montreal of the Department of Labour arranged a conference in the office of the manager of the Shipping Federation of Canada which was also attended by representatives of the Union, the Wartime Prices and Trade Board and the National Harbours Board. The meat rationing situation was thoroughly reviewed and an undertaking given that the restaurants patronized by the longshoremen would be given adequate supplies in conformity with the rationing regulations. Work was then promptly resumed, and as a result of other measures the demonstration of the butchers was also called off.

Coal Miners, Alberta and British Columbia.—Members of various local unions affiliated with District No. 18, United Mine Workers of America, in Alberta and British Columbia commenced a strike on September 27 in connection with demands that coal miners be granted additional supplies of red meat under the meat rationing regulations of the Wartime Prices and Trade Board. In spite of the fact that the District Office of the union opposed the strike action on the ground that it was

not in accordance either with the laws of the union or its collective agreement with the coal operators, the strikes spread in succeeding days until about 67 mines employing over 9,000 men were affected. Officials of both the Department of Labour and the Wartime Prices and Trade Board endeavoured to secure a resumption of work. It was pointed out that nutritional experts, after careful study of the situation, considered that the individual ration allowance of two pounds of meat per week, plus available amounts of protein food from other available animal sources, was sufficient to satisfy the requirements of a worker in any occupation. When the LABOUR GAZETTE went to press in the early part of October, the strikes were still in progress.

Metal Products Workers, Windsor, Ont.—Under the provisions of Order in Council P.C. 4020, the Minister of Labour on September 20, 1945, appointed His Honour Judge M. A. Miller, of Sarnia, Ont., as an Industrial Disputes Inquiry Commission to investigate the dismissal of an employee of the Kelsey Wheel Co., Ltd., Windsor, Ont., and the

refusal of the Company to comply with a direction of a National Selective Service Officer to reinstate the said employee. The Worker in question had applied for leave of absence in order to undertake the duties of a Union officer, but his request had been refused by the management of the Company. He appealed to the local Selective Service Office and was given a letter approving leave of absence from the Company as a designated industry. The man thereupon quit his employment. The Company refused to recognize that the approval of the Selective Service Officer authorized the employee to take leave of absence and, after instructing him to return to work without effect, dismissed the man. The local Selective Service Office ordered the Company to reinstate the employee and pointed out that the Company could appeal the ruling to a Court of Referees. The Company refused to comply with the order, taking the position that a collective agreement was in effect. The union denied the existence of such an agreement. At the end of the month the case was still pending.

Report of Board of Arbitration in Dispute Between Canada Packers Limited, Toronto, Ontario, and Local 114, United Packinghouse Workers of America

The following is the report of the Board of Arbitration appointed by the Hon. Charles Daley, Minister of Labour for Ontario, to deal with the dispute between Canada Packers Limited, Toronto, Ontario and Local 114, United Packinghouse Workers of America, which gave rise to a strike involving 1,498 workers. The strike precipitated sympathy strikes in four other meat packing plants in Ontario, Manitoba, Alberta and British Columbia, which involved 2,253 workers.

The personnel of the board was as follows: Mr. Justice J. G. Gillanders appointed as chairman by the Ontario Government, and Messrs. L. A. Forsyth, K.C. and E. B. Joliffe, K.C., representing the employer and employees respectively.

Report of Board

In reporting, it is desirable that this Board briefly state the relevant facts which led up to its constitution and the reference to it of all matters in dispute between the parties.

The immediate relevant facts leading up to the walkout and subsequent strike commenced on Tuesday, July 17th, 1945. In the Toronto Abattoir Beef Cattle are dressed on a disassembly line. This process includes a number

of operations. Each step is dependent on that which precedes it. It is the duty of the foreman of this Department, towards quitting time, to determine the number of Cattle to be brought into the line so that each group working in succession will finish its portion by the scheduled quitting time. Some 85 men comprise the Beef Gang concerned in the incidents which precipitated the events now under review. The complete dressing process takes approximately one hour, and the starting and quitting time of the various groups engaged in the different operations of this dressing process are staggered over an hour's time. The scheduled quitting time of the particular group where the trouble started was 4.15 p.m., although for some time, as discussed later in this report, with the acquiescence of the Foreman, they had actually been able to finish some minutes before this time.

On Tuesday, July 17th, about 3:25 p.m., the Foreman of the Beef Gang, after a check, called for three more Cattle on the line, making a total of 53 then on the line in some stage of the process, estimating that number could be completed before quitting time. At 4 p.m. exactly, six men walked off the floor leaving five Cattle unfinished on the beds and rails. It would have taken the men not more than five minutes and probably less to finish

the dressing of these Cattle. In all, some 24 men walked off the floor between 4 and 4:07 p.m. When the walkoff occurred, some four Employees engaged in the work did not join the walkoff but remained on the job and, with the assistance of the Foreman and Assistant Foreman, finished the dressing.

The next morning, July 18th, at starting time the Union Departmental Steward informed the Foreman that the men refused to work with three men who had failed to join the walkout on the previous afternoon, and in order to get the work started, the Foreman, as a temporary expedient, moved these three men to other work and subsequently reported the matter to the Superintendent. After discussion with the Chief Steward of the Union, the Superintendent agreed the men who had been temporarily moved from the floor should remain where they were for the day but should return to their regular job the next morning.

At or before starting time the next morning, July 19th, the Union Departmental Steward spoke to these three men who were reporting for work with the object of ascertaining from them whether, under similar conditions, they would be prepared to join other workers in a walkout. Two of them apparently agreed to follow what was done by the majority, but one—John Reid—would not commit himself in advance, indicating that if he thought a walkout justified, he would join, and if not, he would not do so. The Union Steward then informed the Foreman that the gang would not work with Reid on the floor and again, as a temporary expedient, the Foreman sent Reid to another job in order to get the work started, and again reported the situation to the Superintendent. In the course of the day discussions ensued between Union Steward and Management Officials and with Reid, as a result of which Officials decided Reid must return to his job the next morning. In the meantime Reid had intimated to the Chief Steward of the Union and the Plant Superintendent that, having regard to the circumstances, he would like to be released from the Plant or at least transferred to another Department. Management Officials were unwilling to accept this expedient on the ground that he had done nothing wrong and directed Reid to return to the Beef Department.

The next morning, Friday, July 20th, Reid reported back to his regular job and thereupon the whole Beef Gang ceased work and the Union Steward informed the Superintendent that the gang would not work as long as Reid remained on the job. Later the same morning, about 10:15 a.m., the Small Stock gang also quit work in a sympathy walkout. Early in the afternoon at a meeting between Officials

of the local Union and Management, the Company was handed a letter from the local Union to the effect that Reid had been suspended by the Union, and calling upon the Company to dispense with his services. This demand was based upon the 'Maintenance of Membership' provisions of the Collective Bargaining Agreement existing between the Union and the Company. The reasons given by the Union in its communication for suspending Reid were:—

- (1) That he no longer intended to follow the policy of the Union.
- (2) That Reid had said to the Chief Steward that if he returned to work in the Beef Killing Department he was going to get into an argument and may use a knife on some of the Employees. (It should be observed at this point that this latter statement in this form was not supported by evidence. It is quite at variance with the evidence of the Chief Steward himself and is denied by Reid.)

On Monday, July 23rd, at which time some 300 men were on strike, the whole matter was the subject of full discussion between the Company and the Union. At this meeting the Company President, Mr. J. S. McLean, and the Canadian Director of the Union, Mr. Fred Dowling, were both present and Mr. L. A. Forsyth, K.C., Mr. E. B. Jolliffe, K.C., now members of this Board were present as Counsel for the Company and the Union respectively.

The whole matter was reviewed and an earnest attempt was made to find a basis on which the men would at once return to work and have the matters in dispute referred to some Board or body for determination. Union Representatives insisted that the men would not return to work with Reid and the Company felt, as a matter of principle in view of what had then transpired, that it could not concede this point, and no satisfactory basis of arbitration could be found.

Following this conference the strike continued and spread rapidly until in a very short time all the Company Employees in its five Plants in Toronto were on strike, and also Employees in several other of the Company's Plants across Canada—those in the Cities of Peterborough, Winnipeg, Edmonton, and Vancouver, and in addition sympathetic strikes started among Employees of the firms of Burns & Company and Swift Canadian Company.

Finally, after the intervention of Honourable Charles Daley, Minister of Labour for Ontario, a satisfactory basis and formula was agreed upon by which the strike was called off and all matters in dispute were referred to this ad hoc Board of Arbitration.

All Employees of the Toronto Plant were idle for approximately 10 days and the strike affected production in a 3-week period. It is

estimated that the total loss as a result thereof was approximately \$465,000.00 of which \$300,000.00 is the estimated loss in Company earnings and \$165,000.00 is the estimated loss of wages to striking Employees.

The parties have given their undertaking to this Board to be bound by and accept the decisions of the Board in respect of the matters in dispute. The Board has borne in mind that, being an arbitral tribunal, it is bound to deal with the matters in dispute in accordance with the legal rights of the parties under their contract and applicable provisions of law, rather than attempting to conciliate by recommending some middle course which might be acceptable to both parties, which might be the proper approach where no Collective Bargaining Agreement existed.

The matters in dispute have become somewhat confused in the discussions. It would seem that undue importance has been attached to what may be described as the 'Reid incident'. It should be kept clearly in mind that when the walkout of the Beef Gang occurred on Tuesday, July 17th, no walkout or strike had been authorized by the local or International Union, and the members of the Beef Gang who walked out were bound by the provisions of a Collective Bargaining Agreement which the Union made on their behalf not to walk out or strike. There can be no doubt but that this walkout was unjustified and in violation of the provisions of the Agreement, but it was the act of the Employees who took part therein and, at that stage, not authorized, condoned, or approved by the Union. The refusal of the Beef Gang to work with Reid on Wednesday morning was no doubt because they regarded him as disloyal to the Union and a 'scab' or strikebreaker. This was unjustified. There was no disloyalty by Reid to the Union or the policy of the Union, but merely a refusal on his part to join the unauthorized walkoff of the Beef Gang. The matter was somewhat complicated by the action of the Foreman, taken in good faith but in excess of his authority, in acceding to the request that Reid be taken off the Beef floor. The matter was somewhat further complicated by a rumour following discussion between Reid and the Chief Steward that something had been said about the possibility of trouble developing and knives being used if Reid returned to the floor. It is apparent that what was said in this connection was grossly exaggerated and misinterpreted. In a discussion with the Chief Steward, Reid expressed his doubt as to the desirability of returning to his regular job in view of what had occurred and, recalling some previous incident, had mentioned the possibility of a

knife being used. He at no time threatened that he would cause trouble or use a knife, and there seemed no justification on the part of any of the workers to really fear any action by Reid.

The real objection to Reid's return was the fact that he had not joined the walkout. However, the decision that Reid should return to the floor, and the erroneous rumour about the possibility of trouble had the unfortunate effect of shifting attention and emphasis from the real issue, which was Tuesday's walkout, to a different issue—whether or not Reid should or could return to the Beef floor. This issue was still further complicated on Friday, when the local Union Executive took the expedient of notifying the Company that Reid had been expelled, and demanding that he be discharged. This action of the local Union Executive, like the action of the Foreman in moving Reid from his regular job, was in excess of its authority under the international constitution of the Union.

The Union urges that the Foreman, having twice moved Reid from the Beef floor after his presence had been protested by the Union Steward, such action should be and was viewed as a 'settlement' of the issue under the first step of the grievance procedure set out in the Agreement. We all agree that the complaint about Reid was not justified nor could the Foreman properly settle such a complaint. On the evidence the majority of the Board holds the view that there was no justification for thinking that any 'settlement' of the matter had been effected. One member of the Board, Mr. Jolliffe, feels there is considerable weight in the contention that they complained about Reid and effected a 'settlement' of the complaint on which the Foreman acted by transferring Reid, and that the subsequent intervention of the Plant Superintendent was not consistent with the grievance procedure. This, in Mr. Jolliffe's view, gave the men grounds for concluding that their point had been conceded and for objecting to the intervention of the Plant Superintendent.

Thus, by noon on Friday, July 20th, representatives of both the Company and the Union had gone a considerable distance in encouraging the determination of the men in the Beef Gang not to work with Reid. The creation of this issue somewhat obscured and barred the way to a settlement of the real issue,—that is the walkout on Tuesday afternoon.

It would have been desirable if, in the early stages, the inquiry had been directed towards the facts behind the Tuesday walkout. That such a walkout should occur in an important department without any authority from the

Union and upon a dispute of which Management had little or no knowledge, would seem to call for the most serious consideration, both by Union and Management. It would have emerged that behind the immediate events there was a misunderstanding between the Company and the men of the Beef Gang with respect to the job load and efficiency standard of that Department, and that there was not a clear understanding as to the quitting time of the gang.

There seems no basis for condemning Reid's refusal to join in the unauthorized walkout of July 17th, although it is now apparent, viewing the facts in retrospect, that some responsibility lay on both parties for permitting the situation which led to this incident to develop.

On all the evidence which has been presented, it is our firm opinion that the Company has the legal right to return Reid to the Beef Department, and Reid has the right, if he so desires, to resume his regular job, but it should be observed that under the circumstances which have developed, the return of Reid to his regular job might prove an obstacle to the co-operative adjustment of other differences, and while our views of the legal rights of the Company and Reid in this respect have been stated, a decision by the Company to refrain from enforcing them would in no way prejudice their legal position, and it might well be a gesture of co-operation in adjusting matters which have caused some disaffection.

In view of the fact that the Company's refusal to accede to the Union's request for Reid's dismissal was urged by the Union, both in Toronto and at points where 'sympathy' strikes took place, as constituting a violation by the Company of the 'Maintenance of Membership' provisions of the Collective Agreement, the Board feels that it should make some comment upon this contention.

It goes without saying that these provisions, like all other 'Union Security' clauses, exist, not for the purpose of enabling the Union to procure the dismissal of an Employee as a matter of expediency by an arbitrary exercise of the power to discipline Union Members, but for the protection of the organization and its membership generally.

Such provisions have not received general acceptance by Employers, and any attempted abuse of them will undoubtedly tend to increase resistance to their adoption in Collective Agreements.

Certainly, Employers cannot be expected to accept, as has been suggested in this case, an interpretation of such provisions which places the 'security' of the job of an individual Employee on no safer foundation than that his failure to concur in action taken by his fellow

workers contrary to the commitment made for him and them by their Union exposes him to the loss of his employment at the instance and by the action of that Union.

As mentioned, the Company and the Union are parties to a current Collective Bargaining Agreement dated August 31st, 1944, for a period of one year. That Agreement inter alia makes full and ample provision for the consideration and determination of complaints and grievances by orderly steps as therein provided in article 7. In and by this Agreement it is provided by article 7, clause 11:—

"Slowdowns and Interruptions of Production. It is agreed that the Union and its members, individually and collectively, will not, during the term of this Agreement, cause permit or take part in any slow-down or other curtailment or restriction of production or interference with work in or about the Company's plants or premises. The Company reserves the right to discipline any Employee taking part in any violation of this provision of this Agreement".

The principle of Collective Bargaining and the right of the Employees to have the basis of their employment set down in writing in the form of such an Agreement and recognized by law, was accepted and adopted by the parties here. The Agreement so made was binding alike on Employers and Employees collectively and individually. The clarification and statement of the rights of the parties contained in the Agreement so made carried with it the collateral responsibility of living up to and abiding by all the terms of the Agreement. The virtue and usefulness of a Collective Bargaining Agreement in Employer-Employee relations rests largely on both parties adhering faithfully to the spirit and the letter of the terms of the Agreement so made. The very complete Agreement between the parties here contains various covenants and undertakings by the Employer to ensure the rights of the Employees, and on the other hand, provisions against interruption of production are probably the most important undertaking given by the Employees. The walkout of the Beef Gang was, at the outset, unauthorized by the Union and was in direct violation of the provisions of the Agreement mentioned.

In our view, it is of first importance to the progress and successful working of Collective Bargaining that Employees should, in seeking a remedy or solution for any alleged grievance, avail themselves of the provisions therefor provided in the Agreement and be careful to avoid any direct action in violation of their contract. Any other attitude can only be harmful to co-operative relations with Employers and undermine and retard the progress of Collective Bargaining.

The matters lying more remotely behind the walkout of July 17th are of broader importance than the Reid incident in itself. The relations between the Company and the Employees of the Department concerned have, it is clear, been far from satisfactory for some considerable time. The background of this situation has been discussed before this Board by the Company, by responsible Union Officials, and by certain of the Employees concerned, and it is quite evident that there has not been that clear understanding between the Company, as represented by its Foreman and Superintendent on the one hand, and the Employees on the other, as to their respective rights and obligations which, in our opinion, must exist if co-operation toward maximum production is to obtain.

The Company complains, and supports the complaint by comparative records, that this Department has shown a steadily declining efficiency during the last 5½ years, with a pronounced and alarming drop in the last 18 months.

On behalf of the Employees, it is urged that changed conditions in the make-up of the labour force on the floor and not a reduction in the productive effort of the workers is largely responsible for any decline in unit efficiency of the Department.

On the evidence before us it would seem that there also exists among the Employees a certain lack of confidence in the Foreman which may have to some extent contributed to the obvious disaffection of this departmental group.

However, one of the matters upon which misunderstanding undoubtedly existed, and indeed, a most important one, arises with respect to the time at which the Employees of this Department are entitled to stop work. It may be mentioned here that these Employees, like all other Employees of the Toronto Plant, are, by the terms of the Agreement between the Union and the Company, employed upon the basis of an 8½-hour day for four days per week, 9 hours on one day per week, and a 5-hour shift on Saturdays.

As previously mentioned in this report, the Employees on the Beef floor have different starting and quitting times by reason of their respective positions in a progressive operation.

In the normal course of an 8½-hour day a certain group of these Employees is scheduled to work from 6:45 a.m. and is paid to 4:15 p.m. Since this group sets the pace so to speak of operations on the floor, the matter now under review can perhaps be discussed with relation to this group as a typical one.

It has been made abundantly clear that the operations conducted on the floor are by their

very nature such that it is impossible to regulate the work so that it can be completed on the minute. In fact, it is conceded that calculation within an error margin of five minutes over or under should be accepted as reasonable. The Foreman must, within the last three-quarters of an hour on any given day calculate the number of Cattle which, at that day's rate of progress, can be processed by quitting time, and give instructions accordingly.

Originally, it is said to have been the practice to make this calculation on an estimate that would permit the group under discussion to complete its work by 4:15. If, however, by extra effort and acceleration the workmen disposed of these Cattle in a shorter time, they were permitted to leave when the work was finished and were paid to 4:15. This practice appears to have been a reasonable one and to have afforded the Employees concerned some opportunity to earn a few minutes' free time without any interference in normal production.

By an older practice, apparently long-established, Employees should have their knives sharpened and ready for use by their scheduled starting time. There is some difference of opinion as to the time required for sharpening knives, but whatever it may be it has never been included in scheduled working time. It was said that in the minds of the Employees this contributed to their belief that they were entitled to quit work some minutes prior to the scheduled quitting time.

In September and October of 1944 a slowdown in Beef floor operations occurred, and between that time and the present, several complaints have been made that the Foreman of the Department was imposing upon the workers an overload of Cattle to be dealt with in the closing hour of the day.

It is urged on behalf of the Union that over a period of about two years a practice has been established that the typical group is entitled to quit work at 4 p.m. and receive pay for 15 minutes past that hour.

On the other hand, the Company submits records to show that in August and September of 1944 no such practice existed, but the evidence of the Foreman in the Department is that his objective was that work for this group should finish around 4 o'clock. The Company's records clearly indicate that since September, 1944, the cessation of work on this floor has been pushed back through the action of the Employees and the Foreman to the point where most if not all of the Employees of the typical group have, by gradual stages, reached a point where actual work has ceased around 4 p.m. rather than 4:15 p.m.

This state of affairs was, in our opinion, an important contributing cause of the strike which has brought this Board into being. The Board feels that the Company must accept its share of the responsibility for this situation. Notwithstanding the fact that the Superintendent took exception to the practice as unauthorized, in April, 1945, the Foreman took no steps to remedy or correct the obvious misunderstanding, and the Superintendent apparently displayed no further interest in a situation involving approximately 85 Employees, but allowed the matter to rest upon his instructions to the Foreman that the practice must be discontinued without further inquiry as to what procedure had been adopted to make effective the Company's policy as declared by him. The Board was surprised to learn that upon a question of such importance the higher Officials of the Company had neither been advised nor consulted.

Upon the evidence before us we cannot agree that a custom or practice has been established which would justify a claim by the Employees as of right to cease work at or around 4 p.m.

While we concur in and adopt the view of both the Union and the Company that maximum production without overload of work upon any Employee is an objective to which every effort should be directed, we cannot do otherwise than affirm the proposition which the Company accepts that, under no circumstances, should the Foreman of this Department take advantage of the desire of the Employees to earn some free time by increased effort in the last hour of their work day by increasing the job load at or prior to the scheduled close of the work period. We also feel that it should be clearly understood that if through miscalculation of the number of Cattle that can be disposed of before quitting time, the Employees must continue beyond their scheduled quitting hour on any one day, the work should be so arranged that the time at which work ceases on the following day should be advanced so that they make up in 'free time' without loss of pay the time worked beyond the scheduled quitting time due to such miscalculation.

To sum up this aspect of the matter, the Board's finding is that under the existing Collective Bargaining Agreement the Company is entitled to require the Employees mentioned to continue actual operations until scheduled quitting time. The Board also finds that because of the nature of the operation, there must be some 'give and take' within a margin of say five minutes and that where the workers are on one day obliged to give

because of miscalculation they should on the following day be permitted to 'take' in compensation.

The Board further feels that it must, in the discharge of its duty, recommend that the Company, in conjunction with the Union, should carefully examine the situation on the Beef floor in the light of all the representations presented to this Board with a view, if it seems desirable to do so, of reorganizing and rearranging the operations of the floor so that co-operative and co-ordinated effort toward full production which appears to prevail in other operations at the Plant should extend to these operations, and that, so far as is reasonably possible, the causes of the present disaffection shall be removed.

Before parting with the matter, the Board desires to express to both the Union and the Company its appreciation for the fair, full, and considerate manner in which the facts and views of the parties were presented. There was, in the main, little conflict as to the facts and it was apparent both from the attitude of the parties and from the facts presented that, on the whole, the relationship of the Company and its Employees through the Union has been co-operative and conducted in a spirit of amity. It is only fair to say that this unfortunate strike in its causes and extent is not, we think, indicative of any general or extensive disaffection or disharmony between the Company and its Employees. On the other hand, we think quite the reverse—that an unfortunate combination of circumstances at the outset, which it is unnecessary to review in detail here, contributed to the inflation and rapid spread of trouble which, in its real nature, was of a minor or at least of departmental extent. It is our hope and belief that both parties will view the matter in its proper perspective and that the unfortunate and extensive loss which the events have caused to both the Company in its earnings and the Employees in lost wages may be in part compensated by the benefits to be gained from a careful analysis of this experience and the firmer cementing of their relationship to the common end that such an event should not recur. Both parties are complementary factors in one of our essential lines of production. Both have a common objective in their economic interest and in the national interest that production should continue uninterrupted. Some difference of opinion and disputes no doubt will arise from time to time but the parties have provided in the current Agreement proper and effective means for dealing with any and all of such disputes

without any interruption of production. These means should at all times be used.

Dated at Toronto this 4th day of September 1945.

(Signed) J. G. GILLANDERS,
Chairman.

(Signed) EDWARD JOLLIFFE,
Member.

(Signed) L. A. FORSYTH,
Member.

Addendum

There is one aspect of the matters under review on which I feel a word of comment must be made, but on which my colleagues on the Board, for reasons arising out of their connection with the matter previous to the constitution of this Board, feel they should refrain from expressing their individual views.

The initial walkout in question took place without warning and the events developed so rapidly that when responsible Officers of the Union came into the matter, some 300 Employees were on strike. It is said that the feeling of the striking Employees at that time was such that it would probably have required a little time to find a basis on which they could be returned to work. I accept that to be the situation and no adverse comment is to be made for failure on the part of Union Officials to have the Employees then striking return at once to their jobs. Following that time the strike quickly spread to include not only all other Employees of the Plant in which the disaffected group were employed, but also Employees of various other Plants of the Company in Toronto and across the Dominion and, in addition, Employees of other Packing Houses in widely separated Cities of Canada. It quickly became a matter affecting adversely, directly or indirectly, the interests of a great number of people. Apparently strike action in widely separated Plants throughout the country was not based on any independent examination of the relevant accurate facts, but was based merely on the fact that Employees in the Plants concerned were on strike. From material filed before the Board it would appear that in at least one important aspect the facts,

as understood by one of the local Unions concerned, were somewhat at variance with those disclosed in the evidence before this Board. It seems regrettable in view of the fact that the walkout occurred without the authorization of the Union and in violation of the terms of the Collective Bargaining Agreement with the Company and, in addition, concerned the rights of a comparatively small number in one Department concerning a dispute in respect of which the grievance procedure provided by the contract had not been used or exhausted, that the Union should have felt obliged to at least tacitly support the strike action and refrain from advising or asking that Employees in other Departments and other locals withhold strike action until the alleged grievance had been pressed to final disposition before an Arbitration Committee, if necessary, as provided by the Collective Bargaining Agreement.

It would seem that all the strikes which took place were in contravention of P.C. 1003. So far as the evidence disclosed, this aspect of the situation never seems to have received consideration. It might have been the better part of wisdom for this aspect of the situation to have been given the consideration which it merited.

The unfortunate events which occurred would seem to pointedly indicate the importance of responsible labour unions, when a walkout occurs or local strike action seems imminent, examining the facts with care and using their good influence and advice at least with a view to confining the trouble, and exhausting all available means of settlement by legal procedure before lending approval and support to widespread strike action. It would seem that in the long view the exercise of such care and definite leadership would strengthen the position of the organization not only with the Employees it represented, but materially enhance its position and prestige with the public at large.

Dated this 4th day of September 1945.

(Signed) J. G. GILLANDERS,
Chairman.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreements Act in Quebec and schedules under the Industrial Standards Acts are summarized in a separate article following this.

Manufacturing: Vegetable Foods

TORONTO, ONTARIO:—CANADA BREAD CO. LTD., AND AMALGAMATED BAKERS AND CONFECTIONERS OF TORONTO.

Agreement to be in effect from July 13, 1945, to July 12, 1946, and thereafter from year to year, subject to notice. The agreement applies to the inside factory employees in the bakery, including stable men, stock-keepers, firemen and shippers, but not to sales and delivery staff, nor to foremen. The Company recognizes the union as the sole collective bargaining agent for employees. Any employee may become a member of the union or refrain from becoming a member. Both the Company and the union agree that no employee will be discriminated against because of his membership or activities in the union, or his non-membership. The Company recognizes negotiating and grievance committees of the union and union stewards.

Hours: $7\frac{1}{2}$ per day (4 days), 11 on Fridays, a 41-hour week in shop; engineers, firemen, cleaners and stock-keepers $8\frac{3}{4}$ per day, $4\frac{1}{2}$ on Saturdays, a $48\frac{1}{2}$ -hour week; shipping room 7 per day, $10\frac{1}{2}$ on Friday, a $38\frac{1}{2}$ -hour week. There are six statutory holidays. Overtime is payable at time and one-half for all work over 48 hours per week.

Hourly wage rates: dough mixers and table bakers, 55 to 70 cents; ingredient men, divider men, oven men, 55 to 65 cents; moulder men, 50 to 65 cents; dough mixers' helpers, oven men helpers (feed end of travelling oven), oven men helpers (delivery end), oven man in training (travelling oven); machine wrapper (male), flour dumper, doughnut fryer, 50 to 60 cents; moulder's helper, pan greaser, rackers, table bakers' helpers, 45 to 55 cents; machine wrapper (female) 35 to 45 cents; day packers (female) 35 to 40 cents; stock-keeper, shippers, 50 to 60 cents; cleaners, firemen, 45 to 55 cents, shippers' helpers 40 to 50 cents.

Vacation: One week with pay after one year's service. After 5 years' service one day per year

extra to a maximum of two weeks' annual vacation. Vacation pay calculated at 48 hours' pay at employees' hourly rate. Provision is made for seniority rights and for adjustment of grievances.

Manufacturing: Animal Foods

MONTREAL, QUEBEC:—CANADA PACKERS LTD. AND PACKINGHOUSE, BUTCHERS AND ALLIED FOOD WORKERS' UNION OF CANADA, LOCAL 139.

This agreement, which applies to four plants in Montreal, is to be in effect from September 1, 1945, to August 31, 1946, and thereafter from year to year, subject to notice. It is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, June, 1944, p. 751, with these exceptions:

Check-off: the Company agrees to deduct from the wages of employees who so authorize it, union dues, and to pay these amounts over to the union. Rest periods of 10 minutes twice a day are granted. Double time is payable for work on Sundays, except for shift workers who have another day off. For all work between 6 p.m. and 6 a.m. performed by regular hourly rated employees, 5 cents per hour extra is paid.

EDMONTON, ALBERTA:—CANADA PACKERS LTD. AND UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL, 243.

Agreement to be in effect from March 28, 1945, to November 1, 1945, and thereafter from year to year, subject to notice. The Company recognizes the union as the sole collective bargaining agency of the employees.

Check-off: the Company agrees to deduct from the wages of employees who so authorize it, union dues, and pay same over to the union. Any employees who were members of the union at the time the agreement was made or who later join the union must maintain their membership. However, employees who were members when the agreement was signed were given 15 days during which they might withdraw their membership if they wished.

Hours: the regular work week, is 48 hours, which may be varied with seasonal or daily variation in the work. A minimum work week of 40 hours per week is guaranteed under specified conditions.

Overtime: for shift workers and maintenance crews, time and one-half for work after 9 hours in any day or 48 in any week; for other hourly paid employees, time and one-half for work after 9 hours on five days, 5 hours on Saturdays or 48 hours in a week. For work on Sundays (except shift workers who have equivalent time off) and statutory holidays, time and one-half.

Wage rates in force at time agreement made to remain in effect, but application may be made to War Labour Board for changes.

Night premium: for all regular employees whose shift begins between 3 p.m. and 3 a.m., 5 cents per hour extra to be paid.

Vacation with pay: one week per year after one year's service; two weeks after five years' service, 3 weeks after 15 years' service for females and after 20 years' service for males. Provision is made for seniority rights and for grievance procedure.

Manufacturing: Textiles and Clothing

LONDON, ONTARIO:—HOLEPROOF HOSIERY COMPANY OF CANADA LTD. AND UNITED TEXTILE WORKERS OF CANADA, LOCAL 22.

Agreement to be in effect from August 20, 1945, to August 19, 1946, and thereafter from year to year, subject to notice. The Company recognizes the union as the sole collective bargaining agency for its employees. No discrimination to be exercised by the Company or the union against any employee because of his union membership or non-membership.

Check-off: the Company agrees to the check-off for union dues for all employees who so authorize it.

Hours: 9 hours and 36 minutes per day for 5 days, a 48-hour week.

Rest periods: two periods of 10 minutes allowed each day.

Overtime: subject to approval under the War-time Wages Control Order, overtime is payable at time and one-half. Wage rates at present in effect to remain, except for any changes authorized by the Regional War Labour Board.

Vacation: one week with pay to employees with one or more years' service. Seniority rights and grievance procedure are provided for.

Manufacturing: Metal Products

MONTREAL, QUEBEC:—RCA VICTOR Co. LTD., AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1028-B

Agreement to be in effect from June 28, 1935, to June 27, 1946 or for another year if no notice given. The Company recognizes the union as the bargaining agency for all employees eligible.

Check-off: the Company agrees to the check-off of union dues for those employees who so authorize it.

Hours: regular working week is 48 hours, but Company reserves the right to make changes in working hours. Rest periods of 10 minutes twice a day are granted.

Overtime: time and one-half on the day shift for time worked in excess of 9 hours Monday to Friday, 5 hours on Saturday; time and one-half on the night shift for time worked in excess of 10 hours while the five-day week continues for night shift workers; or time and one-half for work over 48 hours in a week on either shift. For work on Sundays (unless an alternative day off is given) and all work on eight holidays, time and one-half.

All hourly paid employees are to be classified according to the company's classification system which is being analyzed and when ready will be discussed with the union. No change is to be made in the Company's standard piece rates except in cases of change of method or process. For work on night shift: for employees whose basic hourly rate is 60 cents or less, 5 cents per hour premium; for employees whose basic hourly rate exceeds 60 cents, a premium of 8 per cent of the basic hourly rate.

Vacation: one week with pay after one year's service; two weeks after five years' service. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

HAMILTON, ONTARIO:—CANADIAN INDUSTRIES LIMITED, AND THE CANADIAN INDUSTRIAL WORKERS' UNION, LOCAL No. 2 (CANADIAN CONGRESS OF LABOUR)

Agreement to be in effect from May 17, 1945, to May 16, 1946. The Company recognizes the union as the sole collective bargaining agent of its hourly rated employees. The Company will facilitate the collection of union dues by providing tables on pay days at which stewards may collect dues, and permitting the collection of dues on the premises during lunch periods and rest periods. Employees are free to join or not to join the union.

Hours: 9 per day, Monday to Thursday, 8½ hours on Friday, 3½ hours on Saturday, a 48-hour week; shift work consists of six 8-hour shifts.

Rest periods: two rest periods of 10 minutes in each shift, as well as a 5-minute wash-up period before lunch and a 10 minute period before end of shift for day workers.

Overtime is payable at time and one half, as well as work on six specified holidays.

Hourly wage-rates for some classes: woman worker, youth, charwoman, 47 to 56 cents, labourer 60 to 66 cents, watchman 62 to 68 cents; assistant shipper, drum filler, fireman, locomotive crane, tank car loader, truck driver 63 to 69 cents; bagging and sewing operator, piler, mixing operator, helper, etc. 66 to 72 cents, other classes 66 to 91 cents, leadburner 90 to 99 cents. Provision is made for seniority rights and the settlement of grievances.

Transportation and Public Utilities: Telegraph and Telephone

PROVINCE OF SASKATCHEWAN: DEPARTMENT OF TELEPHONES, SASKATCHEWAN, AND THE UNITED TELEPHONE WORKERS OF CANADA, SASKATCHEWAN, LOCALS 1, 2 AND 3 (CANADIAN CONGRESS OF LABOUR)

General

Agreement to be in effect from May 1, 1945, to April 30, 1946, and thereafter from year to year, subject to notice. The Department recognizes the union as the sole collective bargaining agency for the employees covered by the agreement. Employees who were members of the union when the agreement was made must maintain their membership. New employees must join the union and maintain membership.

Check-off: the Department will deduct from the wages of employees who so authorize it, union dues and pay these over to the union.

Seven statutory holidays and civic holidays are to be observed, and no deduction from pay to be made for such holidays. Employees required to work on these days to be paid at time and one-half in addition to their regular rate. Sick leave regulations as at present in force are to be continued.

Vacation: three weeks with pay to all employees with at least one year's service. Superannuation: the Government will notify the union of any proposed amendments to the Department of 'Telephones' Superannuation Act. Seniority rights and grievance procedure are provided for.

Plant Department

Hours: for city exchange work, 8 per day, 4 on Saturdays, a 44-hour week; for travelling gangs on long distance and exchange work 8 per day, 4 on Saturday, and a full day's pay for Saturday; for districtmen and district switchboardmen, 44 hours per week; shift work, 44 hours per week, 8 hours for 5 days and 4 hours on the sixth day, if possible.

Overtime: time and one-half for the first four hours and double time thereafter. Overtime is not paid to outside plant supervisor, plant chiefs, wire chiefs, city foremen or toll supervisor.

Monthly wage rates: apprentices (switchman, lineman, districtman, cableman), \$75 to \$180 for eleventh six months; assistant districtman \$195 to \$205, assistant districtman-cableman \$195 to \$210; districtman, city lineman, assistant district switchboardman, permanent travelling foreman, line and station troubleman, line and station installer \$195 to \$215; switchman (city), district switchboardman, cableman (city), P. B.X. and P.A.X. installer and repairman, \$195 to \$220; district switchboardman (class A), line sub-foreman (exchange) \$225, exchange supervisor \$235, city foreman \$245, wire chief \$255, toll supervisor \$255, plant chief \$270, outside plant supervisor \$290; routiners \$75 to \$125 after four years, travelling lineman from \$3.25 per day plus board to \$6.90 per day plus board after four years, travelling sub-foreman \$7.40 per day plus board, travelling foreman \$8 per day plus board; travelling groundman from \$3.50 per day plus board in first year to \$4.50 per day plus board after two years; groundman (city) \$155 per month after two years; heavy truck driver \$16 per month over groundman's pay.

Traffic Department

Hours: operators, 7½ per day, each shift or half day not be longer than 4 hours; 84 hours in each consecutive two weeks. Relief periods of 15 minutes each shift are given. Employees not to work more than six days a week, except in emergencies. Overtime is payable at time and one-half. For travelling from one exchange to another, travelling time, fare and expenses to be paid.

Monthly wage rate for operators: at Regina and Saskatoon, from \$67.50 during first two months to \$105 after three years, \$117 after five years, senior operators \$122; at Moose Jaw and Prince Albert, from \$65 in first two months to \$100 after three years, \$105 after four years, senior operators \$112; at Estevan, North Battleford, Swift Current, Weyburn, Yorkton, from \$65 during first two months to \$102 after four years; for 30 other towns, from 63 during first two months, to \$92 or \$98 after four years. Supervisor staffs (agents, chief operators, supervisors) \$100 to \$125 in smaller towns (depending on size of exchange); \$110 to \$130 in larger towns, \$115 to \$170 in cities.

Clerical Staff

Hours: 6½ per day, 3 on Saturdays, a 35½-hour week. Overtime and work on Saturday afternoons and Sundays (except for chief clerks, commercial supervisors, supervisors of collections, supervisor of commercial practices, assistant to chief accountant, head office cashier) time and one-half.

Monthly wage rates for division commercial clerical—female: start at \$75, with increase of \$5 per month each year to the following maxi-

mum rates: for ticket clerks, mail and filing clerks, \$105 after three years; machine toll billing clerks, assistant commercial clerks at Class I exchanges, \$115 after four years; assistant cashiers, assistant directory clerks, assistant expense clerks, junior stenographers, work order clerks, commercial clerks at Class I exchanges with less than 1,500 local stations, \$120 after six years; expense clerks, chief directory clerks, cashiers \$125 after seven years; stenographers, chief ticket clerks, commercial clerks at Class I exchanges with more than 1,500 local stations \$130 after seven years; expense clerks, chief directory clerks, cashiers \$135 after 8 years; after 10 years' service employees to be paid \$5 per month over the above maximum rates. Monthly wage rates for division commercial—male: messengers, office apprentices, junior clerks, \$75 to \$110 after 4 years. For account clerks \$95 to start, to \$135 after five years; contract and counter clerks \$120 to start, to \$160 after three years; senior account clerks and senior contract clerks \$170 to start, to \$190 after two years; commercial supervisors at Regina \$200 to \$220 after one year; chief clerk (division 3) and commercial supervisors at Saskatoon \$200 to \$235 after two years; other chief clerks and commercial supervisors \$200 to \$250 after three years. Monthly wage rates for female clerical employees other than division commercial clerical: for mail clerks and messengers \$75 to start, to \$100 after three years; junior stenographers, typist clerks, subsidiary ledger clerks, expenditure clerks, purchase record clerks, assistant to addressograph operator, stock record clerks—plant: wire chief's clerk and other clerks of equal status \$75 to start to \$115 for some after 5 years, \$120 for other classes after 6 years; stenographers \$75 to start to \$130 after 7 years; senior stenographers, traffic pay roll clerk from \$75 to start to \$135 after 8 years; after 10 years' service \$5 per month over the above maximum rate. Monthly wage rates for male clerical employees other than division commercial clerical: junior clerks, messengers and office apprentices: \$75 to start, to \$110 after 4 years; assistant addressograph operator \$100 to \$135 after three years; rural branch draughtsman, stock records clerks, expenditure clerks, revenue record clerks, equipment clerks, senior addressograph operator and other clerks of equal status \$100 to \$165 after six years; superannuation board secretary, estimate clerk, estimate records clerk, individual ledger clerk, division senior plant clerk, \$130 to start, to \$190 after 5 years; second expenditure clerk, assistant prices supervisor, senior clerk of purchasing branch, \$130 to start, to \$200 after 6 years. Monthly wage rates for special classifications (male) from \$180 for revenue accountant during first year to \$250 for supervisor of traffic methods, after their third year in the positions.

Miscellaneous Employees

Monthly wage rates: apprentice draughtsman \$75 during first six months to \$160 after six years; chief draughtsman from \$170 during the first year to \$190 after two years. Hours and overtime are the same as noted above for Clerical Staff.

Monthly wage rates for building and grounds supervisors: \$160 during first year to \$180 after two years. Monthly wage rates: for janitors at Regina, Saskatoon and Moose Jaw, \$115 to \$140 after three years for assistant janitors, \$155 after five years for janitors; for janitors at Prince Albert \$85; night-janitor-operators to receive \$25 per month in excess of night operator maximum rate for the office in which they operate.

Repair Shop

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime (except for shop foreman) time and one-half; double time for work in excess of 12 hours in any day and for overtime between 10 p.m. and 8 a.m.

Monthly wage rates: apprentices from \$75 during first six months to \$160 after 4 years; third class repairmen \$175 to \$190 after two years; second class repairmen \$200 to \$205 after one year; first class repairmen \$215 to \$220 after one year; sub-foreman \$230, foreman \$250; general help \$115 to \$165 after 6 years.

Warehouse and Stores

Hours: 8 per day, 4 on Saturdays, a 44-hour week except for night watchmen who work an average of 54 hours per week.

Overtime: (except for storekeeper): time and one-half except for work in excess of 12 hours in any one day and for overtime between 10 p.m. and 8 a.m., which is payable at double time.

Monthly wage rates: warehousemen from \$115 in the first year to \$165 after 6 years; yard foreman \$175, stock-keepers \$175 and \$185, store-keeper \$210.

Transportation and Public Utilities: Electricity and Gas

PROVINCE OF SASKATCHEWAN.—SASKATCHEWAN POWER COMMISSION AND SASKATCHEWAN CIVIL SERVICE ASSOCIATION, POWER COMMISSION EMPLOYEES' BRANCH.

General

Agreement to be in effect from January 1, 1945, to December 31, 1945, "and thereafter until the Commission or the Association or a trade union claiming to represent the majority of the employees shall have given one month's notice to terminate the agreement or to negotiate a revision thereof". The Commission recognizes the Association as the sole bargaining agent of the employees. All permanent employees who are or who become members of the Association and all persons who hereafter become permanent employees must be members in good standing with the Association, as a condition of employment. Check-off: Association fees will be deducted from the wages of employees who so authorize it, and paid over to the Association.

Overtime: employees working on a monthly basis, other than foreman, or employees in a comparable position, if required to work overtime will if possible be allowed time off at the rate of 1½ hours for each hour of overtime worked. If this is not practicable, overtime will be paid at time and one-half for first five hours and double time thereafter; double time for work on Sundays and holidays, if time off not granted instead.

Vacation: for 1945 previous vacation plan to remain in effect. In 1946, three weeks' vacation with pay for all employees with one or more years' service. Sick leave: after one year's service, 18 days per year, which is cumulative to a total of 156 days.

Power Plants at Saskatoon and North Battleford

Hours: for operating staff in both cities and maintenance men at North Battleford 8 per day, 48 per week; for maintenance men at Saskatoon 8½ per day, 4½ on Saturday, a 47

hour week. Monthly wage rates at Saskatoon: maintenance engineer and electrical engineer \$185 to \$220, senior operating engineer \$215, operating engineers \$187 to \$204, boiler operators \$180, oilers \$145 to \$166, relief fireman and oiler \$145 to \$173, switchboard operators \$155 to \$195, machinist \$165 to \$195, welder \$160 to \$195, coal equipment foreman and boiler foreman \$152 to \$175, plant maintenance man \$135 to \$165, storekeeper \$140 to \$160; coal operators, ashmen and janitors, \$130 to \$152, bookkeeper-secretary \$107.50. Monthly wage rates at North Battleford: charge engineer \$170 to \$180, mechanics and machinists \$150 to \$170, boiler operator \$125 to \$145, coal foreman \$115 to \$125, assistant boiler operator \$115 to \$125, plant maintenance men and helpers \$115 to \$140.

District Staffs Engaged in Operation of Transmission Lines and Distribution Systems

District operators are recognized as journeymen. Their responsibilities are effective 24 hours of the day and they may be called on at any time but working day is 8 hours, 48 per week. Wage rates for district operators depend on size of districts and length of service, etc., and are from \$130 to \$180 per month.

Diesel Plants

Hours for operating staff and maintenance men: 8 per day, 48 per week. Monthly wage rates for operators: \$140 to \$185 per month at Swift Current; \$107.50 to \$178 at eight towns; \$125 to \$165 at five other towns.

Head Office Staff

Hours: 6½ per day, 3 on Saturdays, a 35½ hour week. Monthly wage rates: junior typists, junior clerks and office boy \$60 to \$75; typists and filing clerks \$75 to \$85; senior clerk-stenographers, etc., \$100 to \$115; bookkeepers \$125 to \$140; senior bookkeepers and draftsmen \$145 to \$165; accounting clerk and cashier billing clerk \$165 to \$180, assistant accountant and supervisor of billing \$190 to \$200; senior inspector at Saskatoon \$210, other inspectors \$150 to \$200.

Service: Public Administration

PROVINCE OF SASKATCHEWAN.—PROVINCE OF SASKATCHEWAN AND THE SASKATCHEWAN CIVIL SERVICE ASSOCIATION.

Agreement to be in effect from August 1, 1945, to July 31, 1946, and thereafter from year to year, subject to notice. The Government recognizes the Association as the sole collective bargaining agent of employees of all departments, boards and commissions of the Province. Employees who were members of the Association at August 1, 1945, must maintain their membership and all new employees must become and remain members of the Association. Check-off: the Government agrees to deduct Association fees from the wages of those who so authorize it.

The Government agrees to employ the service of technical consultants to formulate a position-classification plan. Upon completion of a plan acceptable to both parties to this agreement, the government agrees to adopt it forthwith and it will be administered by the Public Service Commission.

Hours: 6½ per day, 3 on Saturdays, a 35½ hour week.

Overtime: for work over 44 hours in a week which is authorized by supervisor of employee

concerned, time and one-half to be paid, except that employees whose annual salary exceeds \$2,000, no payment for overtime is allowed. For work on eight specified holidays, equivalent time off will be granted or pay at time and one-half.

Recruitment to the public service to be made according to merit and fitness, to be ascertained as far as practicable by competitive examinations and other methods as are just and reasonable. Except in case of persons employed in a temporary capacity or to replace employees on active service, employees to be on probation for six months only, after which their appointment is confirmed or annulled. Whenever necessary to lay off permanent employees they shall have preference to re-employment.

Vacation: 3 weeks with pay for employees with one year's service. Sick leave: 18 working days per year, which is cumulative up to a maximum of one year; employees credited with unexpended sick leave, upon being superannuated or resigning, to receive one week's pay for every three weeks of such unexpended leave.

Arrangements are made for seniority rights and for grievance procedure. No changes will be made in existing legislation *re* superannuation without giving the Association an opportunity to make representations.

Service: Professional Establishments

WEYBURN AND NORTH BATTLEFORD, SASKATCHEWAN.—PROVINCE OF SASKATCHEWAN AND UNITED CIVIL SERVANTS OF CANADA, LOCALS 2 (WEYBURN) AND 3 (NORTH BATTLEFORD).

Agreement, which covers employees of the provincial mental hospitals, is to be in effect from May 1, 1945, to April 30, 1946, and thereafter from year to year, subject to notice. The Government recognizes the Union as the sole collective bargaining agent for employees.

Employees who were members at the time the agreement was made must maintain their membership, and all new employees must become and remain union members. Check-off: the Government will deduct from the wages of employees who so authorize it, union dues and pay same over to the Union.

Hours: 8 hour day to be brought into effect as soon as sufficient personnel is available. In the meantime workers on shifts of more than 8 hours per day to be paid an additional 50 cents for every shift worked.

Overtime is payable at time and one-half. For work on a holiday if equivalent time off is not given, time and one-half. No deduction in pay for any holiday not worked unless employee was scheduled to work.

Vacation: 3 weeks with pay for employees with one year's service. Sick leave: 18 days per year allowances with pay, which is cumulative up to a maximum of one year. Employees credited with unexpended sick leave shall, upon reaching superannuation, or upon resignation, receive an equivalent of one week's pay for every three weeks of unexpended sick leave. Seniority rights and grievance procedure are provided for.

Monthly wage rates: attendant or nurse \$100 to \$115, after passing junior examinations \$115, intermediate examinations \$125, final examinations \$145, nurse-attendant with R.N. Certificate \$155, nurse or attendant supervisor \$160, assistant head nurses R.N. \$165 to \$180; barber \$130 to \$140, occupational therapy workers \$115 to \$155, physiotherapist \$140 to \$150, teachers \$115 to \$150, housekeeper \$125, seamstress \$120 and \$130, domestic \$80 and \$85; utility man and kitchen assistants \$110 and \$120, cooks \$130 to \$175, laundresses \$130 and \$145, storekeeper \$170, gardeners \$125 to \$175, truck driver \$140, painter \$145 and \$160, electrician \$150 and \$200, plumber \$160 and \$180, clerical staff \$75 to \$130.

Collective Agreement Act, Quebec

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information

concerning the legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement and the amendment of eleven others, all of which are noted below. A request for the amendment of the plumbers' agreement at Three Rivers was published in the *Quebec Official Gazette*, August 25. A request for the amendment of the building trades' agreement at Montreal was gazetted September 8. A request for a new agreement for the lithographic industry for the province was published September 15.

Orders in Council were also published amending or approving the constitution and by-laws of certain Parity Committees, and others, approving the levy of assessment on the parties.

*Manufacturing: Fur and Leather Products***FUR INDUSTRY (RETAIL), MONTREAL**

An Order in Council, dated August 17, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., November, 1944, p. 1368; April, 1945, p. 517, August, p. 1197). The weekly wage rate of \$28.50 for lining makers is replaced by \$26.80. Other amendments do not affect the summary already given.

FINE GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated August 17, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., June, 1943, p. 812; July, 1944, p. 867, September, p. 1141; August 1945, p. 1197). Increase payable over the basic rates is now 28 per cent rather than 21 per cent for stitching, examining and blocking. The increase over basic rates for cutting operations is 40 per cent rather than 32 per cent.

The term of the agreement is extended to December 31, 1946.

WORK GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated August 17, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., June, 1943, p. 812; July, 1944, p. 867, September, p. 1141; August, 1945, p. 1197). The percentage increase over the basic rates in the cutting department is now 45 per cent instead of 37½ per cent. In other departments the increase is now 28 per cent rather than 21 per cent.

The term of the agreement is extended to December 31, 1946.

*Manufacturing: Textiles and Clothing***MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC**

An Order in Council, dated August 17, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., August, 1944, p. 1005, Sept., p. 1141, Nov., p. 1368). The amendment does not affect the summary already given.

*Manufacturing: Pulp and Paper Products***PAPER BOX INDUSTRY, (UNCORRUGATED), PROVINCE OF QUEBEC**

An Order in Council, dated August 17, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., August, 1945, p. 1197). This amendment does not affect the summary already given.

*Manufacturing: Metal Products***GARAGE EMPLOYEES, QUEBEC**

An Order in Council, dated August 17, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., May, 1941, p. 631; January, 1944, p. 70).

Wages rates in zone I: superintendent \$30, foreman \$25, spare parts attendant (without limit as to hours in all three cases), \$25; journeyman mechanic, fitter, machinist, electrician body worker, wheelwright, blacksmith welder, painter, upholsterer, from 50 cents per hour for Class D to 70 cents for Class A; storage battery man, vulcanizer or retreader 53 cents;

glazier and greaser 50 cents; apprentices 20 cents to 41 cents after four years. For work performed between 7 and 11 p.m., journeymen, apprentices, storage battery men, glaziers, greasers, vulcanizers shall receive their regular wages, plus 50 per cent of the stipulated wage rate for their classification.

In commercial establishments of zone I, service men, gasoline attendants, washers, etc., rates are: beginners 25 cents per hour; class B, 35 cents; class A, 40 cents. Overtime is payable in addition to the regular rates at 50 per cent of minimum rates. The term of the agreement is renewed to November 28, 1946, and year to year thereafter until 30 days' notice.

ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL

An Order in Council, dated September 1, and gazetted September 8, makes obligatory the terms of a new agreement between certain companies engaged in the ornamental iron and bronze industry and the United Steel Workers of America, local 2366. Agreement to be in effect from September 8, 1945 to September 7, 1946. Territorial jurisdiction comprises the island of Montreal, Ile Bizard, the counties of l'Assomption, Terrebonne, Laval, Deux-Montagnes, Argenteuil, Soulanges, Vaudeuil, Beauharnois, Chateaugay, Laprairie, Chambly, St. John and Iberville. The agreement is to be administered by the Building Materials Joint Committee.

Hours: 8-hour day, 4 on Saturday, a 44-hour week. Overtime is payable at time and one-half, double time on Sundays and certain specified holidays. Employees working on night shifts shall be paid a premium of 10 per cent in excess of day rates.

Wages: mechanics and erectors 90 cents, fitters and blacksmiths 80 cents, helpers (shops or field) and welders 70 cents. Vacation: one week with pay after one year's service, or one day for each 2 months' service up to 6 days.

Provision is made for apprenticeship regulations and for board, room and travelling expenses for out of town work.

*Construction***BUILDING TRADES, ST. JEROME**

An Order in Council, dated August 17, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., February, 1945, p. 182 and previous issues) by adding the paragraph "The present decree applies to any excavating and earthwork, conveying or moving of houses or buildings".

*Trade***RETAIL TRADE, CHICOUTIMI**

An Order in Council, dated August 17, and gazetted August 25 amends the previous Orders in Council for this industry (L.G., Oct., 1943, p. 1381; Sept. 1944, p. 1142). The amendment does not affect the summary already given.

HARDWARE AND PAINT TRADES, QUEBEC

An Order in Council, dated September 1, and gazetted September 8, amends the previous Orders in Council for this industry (L.G., Oct. 1943, p. 1381; June, 1944, p. 754 and previous issues). Levis and Lauzon are added to the territorial jurisdiction.

Wages: chief accountant \$32.50, head sales clerk \$33.25, receiving and shipping head clerk \$28.20, order head clerk \$30.75, delivery man \$25.95, delivery man's helper (under 21 years)

\$16.35, (21 years and over) \$18.90, bookkeeper increased to \$30.50 in the ninth year, clerk-selling and taking orders earns up to \$30.50 in the ninth year, clerks in receiving, shipping, unpacking, labelling of goods and storing up to \$25.85 during ninth year, clerks on orders, up to \$28.15 during the ninth year.

Vacation: one week with pay after one year's service.

Service: Public Administration

FIREFIGHTERS, SHERBROOKE

An Order in Council, dated August 17, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., June, 1945, p. 874). The amendment does not affect the summary already given.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, SAINT JOHN AND IBERVILLE

An Order in Council, dated August 17, and gazetted August 25 amends the previous Orders

in Council for this industry (L.G., Dec., 1941, p. 1573; May 1942, p. 631; May, 1943, p. 639; January, 1944, p. 71).

Wages: barber-hairdresser \$16.60 per week, plus 50 per cent of receipts in excess of \$20; occasional employees 40 cents per hour plus 50 per cent of receipts in excess of \$7 per day.

BARBERS AND HAIRDRESSERS, VALLEYFIELD

An Order in Council, dated August 17, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., Aug., 1943, p. 1131; March, 1945, p. 351). The territorial jurisdiction is extended to include Beauharnois and the county of Vaudreuil-Soulanges, including the town of Rigaud.

Wages: barbers in Rigaud and county of Vaudreuil-Soulanges, \$15 per week plus 50 per cent of receipts in excess of \$25; supernumerary employees 30 cents per hour plus 10 per cent of receipts of their work; hairdressers \$12 plus 20 per cent of receipts in excess of \$22.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario, Manitoba, Saskatchewan, Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a con-

ference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these acts are summarized below.

Ontario

Manufacturing: Textiles and Clothing

LADIES' CLOAK AND SUIT INDUSTRY, PROVINCE OF ONTARIO

An Order in Council, dated June 19, 1945 and gazetted July 14, makes binding the terms of a new schedule for the cloak and suit industry for Ontario to be in effect from July 24, 1945, "during pleasure".

Hours: 40-hour week of 5 days. Overtime is not permitted except a limited amount and then only with special permits and is payable at regular rates.

Minimum wages rates: skilled cutter 91 cents per hour, semi-skilled cutter 63 cents, trimmer 68 cents, skilled fur tailor 74 cents, assistant fur tailor 50 cents, button sewer, general hand, examiner 39 cents, skilled operator 91 cents, semi-skilled operator 63 cents, top presser, ma-

chine presser, 91 cents, under presser 86 cents, piece presser 51 cents, lining maker, finisher, skirt maker, 48 cents; machine baster, hand baster, special machine operator 50 cents.

For female skilled operators (not section operators, and not of equal productivity to male operators) minimum rate may be as much as 20 per cent less than above minimum rate for this class. For female semi-skilled operators (not section operators, and not of equal productivity to male operators) rate may be as much as 10 per cent less than above minimum rate for this class. The advisory committee may fix lower minimum rates for handicapped workers.

Each employer is assessed an amount equal to one half of one per cent of his payroll and each employee one half of one per cent of his wages to be paid to the Advisory Committee.

Construction

CARPENTERS, CORNWALL

An Order in Council, dated April 12, and published April 28 makes binding a new schedule for carpenters in Cornwall, to be in effect from May 8, 1945, "during pleasure".

Hours: 8-hour day, 4 on Saturdays, 44-hour week. Overtime is payable at \$1.35 an hour for first three-hour period immediately following any other regular working day; \$1.80 for all other overtime.

Minimum rates of wages: 90 cents per hour. The Advisory Committee may fix a lower minimum rate for handicapped employees. Apprentices are governed by the Apprenticeship Act.

BRICKLAYERS AND STONEMASONS, OTTAWA

An Order in Council dated June 19, 1945 and gazetted July 14, 1945, makes binding the terms of a new schedule for bricklayers and stonemasons, to be in effect from July 24 "during pleasure".

Hours: 8-hour day, 4 on Saturdays, 44-hour week. Overtime is payable at time and one-half for work performed between 5 p.m. and 10 p.m. Monday to Friday and from 12 noon to 5 p.m. on Saturday, double time for other overtime and for all work on Sundays and five specified holidays. No extra pay for overtime on Saturday afternoon on work which must be performed at such time to permit the pouring of concrete or in order to protect life or property.

Minimum wage rate: \$1.16 per hour. Employees required to work a night shift shall receive eight hours pay for seven hours work. The Advisory Committee may fix a lower minimum rate for any handicapped employee.

CARPENTERS, OTTAWA

An Order in Council, dated June 19, and gazetted July 14, makes binding the terms of a new schedule for carpenters, to be in effect from July 24, "during pleasure".

Hours: 8-hour day, 4 on Saturdays, a 44-hour week. Overtime is payable at double time, except that four hours overtime may be added to any regular working day at time and one-half. No work may be performed on Sundays and five specified holidays, except with a permit from the Advisory Committee. Straight time on Saturday afternoon for work required in order to permit the pouring of concrete.

Minimum wage rate: 96 cents per hour. Employees required to work on night shifts shall receive eight hours regular pay for seven hours work. The Advisory Committee may fix a lower minimum rate for any handicapped employee.

CARPENTERS, TIMMINS

An Order in Council dated June 19, and gazetted July 14, makes binding the terms of a new schedule for carpenters, at Timmins to be in effect from July 24, "during pleasure".

Hours: 8-hour day, 4 on Saturdays, a 44-hour week. Overtime is payable at time and one-half for work performed during a three hour period immediately following any other regular working day, or four hours on Saturday afternoon; double time for all other overtime. No extra overtime pay for work on

Saturday afternoon required to permit the pouring of concrete.

Minimum wage rate: 90 cents per hour. The Advisory Committee may fix a special lower minimum rate any handicapped employee.

CARPENTERS, GODERICH

An Order in Council, dated May 22, and gazetted July 7, makes binding the terms of a new schedule for carpenters in Goderich, to be in effect from July 17, "during pleasure".

Hours: 9-hour day for 5 days, a 45-hour week. Overtime: time and one-half for work on Saturdays or during a three-hour period immediately following any other regular working day. Double time for all other overtime, unless Advisory Committee issues a special permit to employees to work for less.

Minimum wage rates: 75 cents per hour. Employees required to work on night shifts shall be paid regular rates and shall receive 9 hours' pay for 8 hours' work. The Advisory Committee may fix lower minimum rate for any handicapped employee.

Service: Business and Personal

BARBERS, PORT ARTHUR AND FORT WILLIAM

An Order in Council, dated December 19, 1944 and gazetted March 3, 1945, makes binding the terms of a new schedule for barbers in Port Arthur and Fort William, to be in effect from March 13, 1945.

Hours are those during which barber shops may be open pursuant to the provisions of the municipal by-laws.

Minimum rates: \$25 per week for those on straight salary; 70 per cent of proceeds from work performed by the employee paid on a percentage basis; \$3.50 per day for persons not regularly employed, or \$6 on Saturdays and the eve of holidays, or 70 cents per hour if he works less than a full day. No deduction shall be made for materials used.

A scale of minimum prices for services is included.

BARBERS, OTTAWA

An Order in Council, dated March 9, and gazetted March 24, makes binding the terms of a new schedule for barbers at Ottawa, to be in effect from April 3, "during pleasure".

Hours are those during which barber shops are permitted to be open pursuant to provisions of municipal by-laws of the city.

Minimum wage rates: \$28 per week for employees on straight salary basis, or \$22 per week plus 60 per cent of proceeds in excess of \$32 from work performed by employee on commission basis; \$12.20 per week plus 60 per cent of proceeds in excess of \$17.20 from work performed by employee who works nights and Saturday; \$7.30 per week plus 60 per cent of proceeds in excess of \$11.30 from work performed by the employees working Saturday or the day before a holiday and the evening before; \$4.90 per day plus 60 per cent of his proceeds in excess of \$7.90 for work on Saturday or eves of holidays; \$4 per day plus 60 per cent of his proceeds for work in excess of \$6 for employees working days other than Saturdays and the eves of holidays.

Manitoba

Service: Business and Personal

BARBERS, WINNIPEG, ETC.

Regulations, pursuant to the Fair Wages Act, Part II, published in the *Manitoba Gazette* July 28, 1945, sets out hours, wages, etc. for

barbers in Winnipeg and other localities in Manitoba.

Hours: Barber shops may be open a 10-hour day, except Saturdays and the eves of holidays when shops may remain open for 11½ hours:

Minimum wage rates: Greater Winnipeg Water District, Brandon, Portage la Prairie, Dauphin, Selkirk, Transcona, \$20 a week or 60 per cent of gross receipts, whichever is greater, for journeymen for a 50-hour week; \$15 to \$20 after 3rd six months for improvers for a 50-hour week; \$3 a day or 60 per cent of gross receipts, whichever is greater, for part time workers, or \$5 a day on Saturdays and the eves of holidays, or 60 per cent of his daily gross receipts.

Saskatchewan

Manufacturing: Vegetable Foods

BAKERS, MOOSE JAW

An Order in Council, dated June 29, and gazetted July 16 makes binding the terms of a new schedule for bakers in Moose Jaw, to be in effect from July 26, "during pleasure."

Hours: 48-hour week. Overtime is payable at time and one-half. Employers are allowed nine specified holidays or one day off in lieu thereof.

Minimum wage rates: head cake baker (male) \$30, doughman and ovenman \$28, bench hand

In 27 incorporated towns journeymen earn such amount as will in all represent a total weekly wage of not less than the minimum wage rates of the Province of Manitoba; improvers \$14 to \$17.50 after 3rd six months; part time workers \$3 per day plus 60 per cent of his daily gross receipts whichever is greater, \$5 per day on Saturdays and eves of holidays or 60 per cent of his daily gross receipts.

\$26, shipper \$20, truckers and male bread wrappers \$18, inside sales persons, finishers, wrappers, packers of bread and cake (female) \$13 to \$17 or such wages as provided by Minimum Wage Board Order, stablemen \$25, outside salesmen paid on a commission basis on wholesale of 8 per cent, and 20 per cent of retail sales, providing said commission shall not be less than \$20 per week, relief outside salesmen \$25, delivery salesmen \$35, apprentices \$14 to \$20 after sixth six months. Vacation: one week with pay after one year's service.

Alberta

Manufacturing: Vegetable Foods

BAKERS, CALGARY

An Order in Council, dated July 27, and gazetted August 15, and corrected in the August 31 issue, makes binding the terms of a new schedule for bakers in Calgary, to be in effect from August 25, "during pleasure".

Hours: 9-hour day, 48-hour week, except for shippers, checkers, etc., who, for first three months of schedule, work a 50-hour week, and barn boss and stablemen, a 52-hour week for first three months and salesmen and service men 52-hour week. Overtime is payable at time and one-half.

Minimum wage rates: bread shop—doughmen, ovenmen \$34, bench hands and machine men \$32; cake shop—bakers \$34, bench hands and machine men \$32, females \$15; shippers' department—head shipper \$27.50, shippers' helper \$22.50, checkers and wrappers \$25, females \$15, mechanics \$30, janitors \$25; war workers—male (under 21 years of age) and females \$15, males (21 years and over) \$22.50; apprentices from \$14 to \$21 after four years; salesmen, \$26.50 and \$30, service men, \$25 and \$28.50, stablemen \$25 and \$28.50. Minimum rate for temporary or part-time employees employed on an hourly or daily basis shall be 10 cents per hour over the regular single hourly rate of weekly employees. In shops where there are two employees or less including owners and/or partners, the minimum wage rate may be 20 per cent below the above rates.

Construction

CARPENTERS, LETHBRIDGE

An Order in Council, dated May 31, and published June 15, makes binding the terms of a new schedule for carpenters in Lethbridge, to be in effect from June 25, "during pleasure".

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime is payable at time and one-half for the first four hours worked and double time thereafter. Double time for work on

Sundays and holidays. Night shifts receive eight hours pay for seven hours work.

Minimum wage rates: journeymen \$1.01 per hour, carpenter in charge of work \$1.11, apprentices 45 cents to 75 cents after fourth year.

Service: Business and Personal

LAUNDRY AND DRY CLEANING INDUSTRY, CALGARY

An Order in Council, dated April 17, and gazetted April 30 makes binding the terms of a new schedule for the laundry and dry cleaning industry, Calgary, to be in effect from May 10, or thereafter "during pleasure".

Hours: 9-hour day, 48-hour week. Overtime is payable at time and one-half.

Minimum wage rates: female employees—\$15 per week for full time employees, \$10 to \$14 a week after third month for inexperienced employees, \$15 afterwards; 35 cents per hour for part-time employees, and not less than \$1.40 per day; male employees—50 cents per hour experienced, 40 to 50 cents after 9th month inexperienced. Vacation: one week with pay after one year's service.

BARBERS, LETHBRIDGE.

An Order in Council, dated April 18, and gazetted April 30, makes binding the terms of new schedule for barbers at Lethbridge, to be in effect from May 10, "during pleasure".

Hours: 8-hour day, 48-hour week.

Minimum wage rates: full-time employees 60 per cent of total takings each week with a guarantee of not less than \$20; hourly paid employees 50 cents per hour, with a minimum payment for four consecutive hours; daily employed barbers 60 per cent of total takings with a guarantee of not less than \$3.50 per day, excepting Saturdays when minimum shall be \$5 or 60 per cent of total takings; apprentices 60 per cent of total takings with a guarantee of not less than \$10 per week. No employee shall be paid on a commission basis only.

A scale of minimum charges for services is included in the schedule.

Labour Law

Labour Legislation in Nova Scotia and Quebec in 1945

Nova Scotia

THE 1945 session of the Nova Scotia Legislature opened on February 14, and was prorogued on March 29. A new statute was enacted providing for minimum wages for male employees. The Nova Scotia Labour Act and the Engine Operators Act were revised. Laws dealing with coal mines, apprenticeship, mothers' allowances, and workmen's compensation were amended.

Minimum and Fair Wages for Men

The Male Minimum Wage Act, which is to come into effect on Proclamation, applies to all male employees in the Province except farm labourers or domestic servants.

To administer the Act, the Governor in Council may appoint a Board of Industrial Relations, consisting of five members including an official of the Department of Labour to act as chairman. Three members may constitute a quorum. The members must be paid such remuneration and allowance for expenses as the Governor in Council may determine. Clerical staff necessary for the carrying out of the Act may be appointed under the Civil Service Act.

The Board has power to make an order fixing minimum wages after any necessary inquiry. It may apply the minimum wage so fixed "to all employees or to any group or class of employees in any industry, business, trade or occupation, or to any group or class of employees in all or in any two or more industries, businesses, trades or occupations"; fix a different minimum wage for employees in the same industry or occupation in different parts of the Province; fix a minimum wage applicable only in certain areas of the Province; fix the minimum wage upon an hourly, weekly or monthly basis; establish a minimum rate for overtime; classify employees; exempt from the Act or an order made under it any group, class or description of employees; prescribe the period, whether daily, weekly, monthly or any other period, for which wages must be paid, and fix the day and prescribe the manner of payment.

The Board may, in writing, authorize the payment of less than the minimum wage to

handicapped or part-time employees, and may limit the number of such employees to whom the lower wage may be paid by any employer.

Where the Board considers, after investigation, that an employer is charging an employee to whom a minimum wage fixed by the Board applies an excessive price for board and lodging, it may by order fix the maximum price to be charged.

After the holding of an inquiry, the Board may also, notwithstanding the provisions of any other Act, make an order prohibiting the carrying on of any partnership, association, agreement or scheme, which in its opinion has or is intended to have the effect of defeating the purpose of the Act with respect to the payment of a minimum wage. Such order must be published in the *Royal Gazette* and will thereupon be binding on all persons concerned. For contravention of such an order, penalties similar to those for violation of minimum-wage orders are provided. For purposes of an inquiry the Board may have the powers of a commissioner under the Public Inquiries Act.

Every order of the Board fixing a minimum wage must apply throughout the Province unless restricted to some designated area and is to take effect on the day of publication in the *Royal Gazette* or on some later day stated in the order. On the petition of any employers or employees or upon its own motion, the Board may review, suspend, vary or rescind any order.

Copies of every order fixing minimum wages must be made available to any employer who requests them, and every employer affected by any such order must keep a copy posted in a conspicuous place in his establishment. Every employer must keep records of wages, hours, names, ages and addresses of all his employees, and must produce such records on demand of the Minister or of any person authorized in writing by him, or by any inspector appointed under the Act. Inspectors appointed by the Governor in Council to enforce the Act are empowered to enter any premises and to question any employee apart from his employer as to the execution of any order made under the Act.

Inspectors may also examine, take extracts from, or make copies of any entry in, all books, pay-rolls and other records of any employer. They may require any employer to make, on oath or verified by his statutory declaration, full and correct statements, or any employee to disclose any information either verbal or in writing, verified on oath or otherwise as may be directed, and to furnish all records, documents, statements, books or papers, relating to wages, hours of labour or conditions of employment.

If an employee has been paid less than the minimum wage, he is entitled to recover from his employer, in a civil action, the difference between the amount paid and the minimum wage, with costs of action, but if the employee's services have terminated, the action must be brought within six months of the termination of employment. An action to recover wages may apply only to the wages of an employee during six months preceding the termination of services or preceding the bringing of the action, whichever first occurs. Moreover, where an employer is convicted of paying less than the minimum rate or of charging more than the maximum price fixed for board and lodging, he may be ordered to pay to each employee the difference between the actual wages paid and the minimum rate fixed by the Board.

For contravention of minimum-wage orders, an employer is liable to a fine not exceeding \$500 for each employee affected or to imprisonment for not more than 250 days, and for a second or subsequent offence, not more than \$1,000 or 500 days. Only persons authorized in writing by the Minister may begin or carry on a prosecution for offences under the Act.

Every employer and every employee who neglects or fails to perform any duty imposed on him, who refuses or neglects to permit any inspection or examination, or to disclose or produce any information or thing which the Act requires, is liable to similar penalties.

Where an employee by collusion with his employer or otherwise works for less than the minimum wage, or, directly or indirectly, returns to his employer part of his wages, in effect lowering his wages to an amount below the minimum to which he is entitled, both employer and employee are liable to a fine of \$100 or imprisonment for 50 days in addition to all other penalties to which they may be liable under the Act.

Discrimination by an employer against an employee because he has made a complaint or has made or is about to make any disclosure required by the Act is prohibited and is punishable by a fine of not more than \$500 or imprisonment for not more than 250 days. The name and identity of a complainant must be

withheld when requested except when disclosure is necessary for purposes of prosecution or in the public interest.

A section of the Act provides for the establishment, after proper inquiry, of "fair wages" for work performed in the execution of any contract or sub-contract where the original contract contains a provision requiring the payment of a fair wage to employees engaged in carrying out the contract or any part of it. The Board of Industrial Relations is empowered to fix such rates for any trades or occupations in any part of the Province either for a specified period or until the making of a further order. If another rate is agreed to in the contract of service, the "fair wage" provision appears not to apply. The word "employee" is restricted by the Act to a male worker.

Workmen's Compensation

Amendments were made in the Workmen's Compensation Act, which now states that service in employment of the Workmen's Compensation Board "shall be deemed to be and to have been" public service.

The minimum weekly compensation to which an injured workman is entitled for temporary total or permanent total disability is increased from \$10 to \$12.50, or his average earnings if less than \$12.50. The maximum amount of average earnings on which compensation is determined is increased from \$1,500 to \$2,000 per annum.

In the list of occupational diseases within the scope of the Act, to silicosis arising in "mining" is added silicosis arising in quarrying, cutting, crushing, grinding or polishing stone, or grinding or polishing metal.

Apprenticeship

The Apprenticeship Act, 1937, was amended to define Inspector as any person appointed by the Governor in Council to enforce the Act. Previously, Inspectors were to be appointed under the Factories Act. Other amendments reduce the probationary period of apprenticeship from four to three months and make slight changes in the form of contract of apprenticeship.

Coal Mines

Amendments in the Coal Mines Regulation Act include new provisions concerning the inspection of machinery, the storage and use of explosives, and the placing of fans.

A candidate for underground manager must, by regulation of the Board, hold a certificate of competency as an overman or as a Mine Surveyor.

A person holding at least a third-class stationary engineer's certificate must examine at least once daily the external parts of the machinery including head gear, ropes, chains, cages and other mechanical apparatus in actual use and record a true report signed by himself in a book kept for the purpose at the mine. A competent person, also appointed for the purpose, must at least once a week examine the shafts by which persons ascend or descend and the guides or conductors therein and make a similar report.

A new subsection states that, notwithstanding any provision of the Act or of the Engine Operators Act, certificates issued to engine operators under the latter Act may be accepted in lieu of certificates for first, second, and third-class stationary engineers.

As regards fans, main fans must be placed on the surface, not in line with any mine opening, in fireproof housing or casing which must be provided with ample pressure, relief doors or other devices easily opened by the force of any explosion, so that there may be prompt reversal of the air flow. Booster or auxiliary fans may be installed or operated only with the written permission of the Deputy Inspector.

Explosives must not be taken, without the written permission of the Deputy Inspector, into a working place where inflammable gas has been found on three consecutive days in sufficient quantity to show in a flame safety lamp. Previously, the Act prohibited the use of explosives in such working place during two months after gas had been found. Shots must be fired only by shot-firers duly appointed under the Act. No shot may be fired unless a careful examination with a locked safety lamp is made before and after firing.

The wrapper of any cartridge of explosive must not be removed, and all charged holes that fail to detonate on ignition must be reported to the Deputy Inspector.

Thorough cleaning and overhauling of blasting apparatus by a competent person appointed by the manager is required once in every three months. Tamping rods or stemmers must be so constructed that no metal parts may touch the explosive, and cleaners and crack detector tools must be of a type approved by the Deputy Inspector.

Licensing of Workmen

Under the Tradesmen's Qualification Act, to come into force by Proclamation, the Governor in Council may prohibit from engaging in any trade to which the Act is declared to apply any person who has not

a valid certificate of proficiency. These trades may be the construction, building and repair of automobile engines, radios, refrigerators and refrigerating machines; the trade of a plumber, steam-fitter, gas-fitter, electrician, or any other which the Governor in Council may designate.

Every person who engages in any trade to which the Act applies without holding a subsisting certificate at any place in the Province where such is required is liable to a fine of five dollars or imprisonment for three days for a first offence, and \$10 or five days for a subsequent offence.

The Governor in Council may appoint boards of examiners; may prescribe the nature of examinations, standards of proficiency to be attained, classes of certificates; and, in general, may make regulations regarding the issuance of certificates and the taking of examinations.

Where it is not practicable to secure the services of a certificated person or for some emergency work, a non-certificated person may be engaged without violating the Act.

Inspectors appointed by the Governor in Council are empowered to enter any premises and question any person with respect to the enforcement of the Act.

The Act does not apply to any person required to have a certificate under the Mines Act, the Coal Mines Regulation Act or the Engine Operators Act, or to any railway under the jurisdiction of the Board of Transport Commissioners or to any employee of such railway.

A new Engine Operators Act replaces the former Act of 1944 to which it is generally similar except for the provisions concerning firemen. (L.G., December, 1944, p. 1548.)

Timber Scalers

The Scalers' Act, which is to come into force by Proclamation and which repeals a similar Act of 1942, provides for licensing persons to measure timber. The Governor in Council may appoint a board of three examiners and make regulations governing the conduct of examinations, the qualifications of candidates, the duties of scalers, the system of survey or measurement to be adopted, and the statistical or other returns required. The Board may waive an examination for any person who, when the Act comes into force, has had at least five years' experience in measuring timber.

The Minister may issue a licence to any person recommended by the Board, but such licence may be revoked, at the Minister's discretion, for neglect or failure to comply with the Act.

No person may act as a scaler unless he holds a valid licence, except when a licensed scaler is unavailable, in which case the Minister may issue a special licence to a competent person. Such licence may not extend beyond the first day of the following July.

Notice of Closing Down an Industry

A new "Act respecting the closing of industry or industrial enterprises" requires an employer of 50 or more employees to give at least three months' notice to the Minister of intention to close down, discontinue or abandon the whole or any part of an industry, and such closing during the period of notice is prohibited. The Act is not applicable to any war industry, except to the extent that such industry was operating before the beginning of the war.

The Governor in Council, on the recommendation of the Minister, has power to conduct any inquiry into the proposed closing, under the Public Inquiries Act. If the Act has not been complied with, the Minister may cause the industry to be re-opened at the employer's expense and operated for such time not exceeding three months as he may determine. Any employer who fails to give the required notice is liable to a fine of \$100, and every day that such industry was closed constitutes a separate offence.

Miscellaneous

The Nova Scotia Labour Act, which was enacted first in 1933 and has been continued from year to year, is to be in force until May 1, 1945. The Act is designed to ensure that Nova Scotians get first chance for jobs in

the Province. It forbids any person or corporation employing 25 or more persons to hire as a workman a person who has not been a resident of the Province for at least a year, unless the latter produces a certificate from the government employment agent or clerk of the city, town or municipality stating that there are no unemployed residents available who are competent and willing to do such work. For a violation of the Act a fine may be imposed not exceeding \$500.

An amendment in the Mothers' Allowances Act permits an allowance to be paid to the mother of one dependent child if the mother has residing with her a husband permanently physically disabled, or if the welfare of the child requires such allowance to be made.

The Credit Union Societies Act was amended slightly. The maximum value of the land and buildings which a credit union may hold or acquire is raised from \$5,000 to \$10,000. Credit unions are no longer permitted to invest funds in shares of other credit unions but may, as before, invest in the Nova Scotia Credit Union League, and up to 25 per cent of its capital in building and loan associations, as well as make deposits in chartered banks.

The Elections Act was amended with respect to advance polls. The Act now stipulates that the Governor in Council may from time to time make an order declaring eligible to vote in advance of polling day every railway employee, fisherman, seaman, commercial traveller and every sailor, soldier, airman, nurse or other person on active service in the Armed Forces whose name is on the list of voters of his polling district and who has reason to believe that he will be necessarily absent from his place of residence on polling day.

Quebec

The Quebec Legislature which was in session from February 7 to June 1, 1945, enacted new statutes providing for apprenticeship, family allowances and the establishment of young people. Amendments were made in Acts dealing with workmen's compensation and labour relations.

Apprenticeship

The Quebec Apprenticeship Act differs from other provincial apprenticeship Acts in providing for the establishment of local apprenticeship centres and the setting up of a commission to administer one or more of the apprenticeship schemes within each area.

Upon application by an employers' association and by a wage-earners' association or by

a joint committee under the Collective Agreement Act, the Lieutenant-Governor in Council, on the recommendation of the Minister of Labour, may recognize any municipality which he considers advantageously situated in an economic region as an apprenticeship centre, either generally or for one or more industries. The Minister may require a resolution to this effect, and may direct any necessary inquiries to be made.

Upon petition of 10 or more persons, an apprenticeship commission may be incorporated by the Lieutenant-Governor in Council. The petition must contain: the names, addresses and occupations of the petitioners, the proposed name of the corporation and the location of its head office, the

fact that the apprenticeship centre has been recognized, that apprenticeship is urgently needed, and a declaration that the petitioners are in a position to set up a stable organization. The petitioners must also submit their plans for the development of apprenticeship, the means of collaboration likely to be adopted with the institutions governed by the Specialized Schools Act and the Trade-schools Act, and the by-laws of the proposed corporation.

The by-laws must deal with: the conditions for admission and expulsion of members and the number of representatives of each group to form part of the corporation; the constitution and powers of a board of management; the procedure to be followed at meetings; the duties and powers of its officers and staff; the forming of committees and their powers; the internal government of the corporation and its general powers.

The Lieutenant-Governor in Council, on the recommendation of the Minister of Labour, may grant the petition and approve the by-laws and the petitioners may thereupon be incorporated and the by-laws come into force. The Order in Council granting such incorporation must be published immediately in the *Quebec Official Gazette*. Amendments and new by-laws may only come into force upon approval of the Lieutenant-Governor in Council.

Any person, association, professional syndicate, and joint committee under the Collective Agreement Act may be a member of an apprenticeship commission, and such associations, syndicates and committees may, by resolution, appoint one or more persons to represent them on such commission.

The Minister of Labour, the Provincial Secretary and the Minister of Health and Social Welfare must be *de jure* members of every apprenticeship commission and may be represented at meetings by officials of their departments.

A commission may, by resolution, make agreements with the Department of Education and any institution governed by the Specialized Schools Act or by the Trade-schools Act, and with persons, associations, corporations, professional syndicates, joint committees, employers and associations of employers for the apprenticeship of the injured, the wounded and the handicapped; and, subject to the approval of the Lieutenant-Governor in Council, with persons, associations, corporations, governments and governmental organizations for the adaptation or re-adaptation for work of injured persons,

members of the Armed Forces and the handicapped. A commission may provide courses for apprentices and for adapting or re-adapting men for work; may, by by-law, determine the conditions of apprenticeship and, by resolution, establish special conditions for any injured or infirm person or any member of the Armed Forces possessing special aptitudes; may prescribe the duration and determine the program of studies, the subjects of examinations and the certificates to be granted. Every commission must provide for moral instruction for apprentices.

Notwithstanding the provisions of any Act, municipal and school corporations, subject to the approval of the Lieutenant-Governor in Council on the recommendation of the Minister of Labour, and also associations of employers, workmen's and professional syndicates and joint committees may, by resolution, grant subsidies to apprenticeship commissions. The Workmen's Compensation Commission and the Minimum Wage Commission may also grant subsidies for injured workmen.

Annually in April, every commission must report to the Minister of Labour on its operations for the preceding 12 months.

The Lieutenant-Governor in Council may authorize the Minister to make agreements with the Dominion Government and any governmental institution to further the rehabilitation of members of the Armed Forces.

The Minister of Labour is to have charge of the carrying out of the Act, and on his recommendation the Lieutenant-Governor in Council may appoint a director of apprenticeship and the necessary staff for carrying out the Act, the expenses incurred to be paid out of the moneys voted annually for this purpose by the Legislature.

Collective Bargaining

The Labour Relations Act, 1944, as amended, requires every employer to negotiate, in good faith, a collective agreement with the representatives of any association comprising an absolute majority of his employees. "The absolute majority" replaces "sixty per cent" previously required under the Act. Several employees' associations may join to make up such majority and appoint representatives for collective bargaining.

The Act stipulates that any association of at least 20 employees corresponding to at least 10 per cent of the group subject to a collective agreement may submit a written complaint to the employer who is a party to

such agreement with respect to a violation of the Act or of the agreement. This section is amended to add that the employer must immediately bring together the representative of the association which is a party to such agreement and the representative of the association which submitted the complaint for hearing the complaint.

The Act forbids any person in the name of or on behalf of an association to solicit, without the consent of the employer, an employee during working hours to join an association or to call employees together for such purpose at their place of employment.

Workmen's Compensation

Amendments in the Workmen's Compensation Act raise the number of members of the Quebec Workmen's Compensation Commission from three to four, and also increase certain benefits payable in case of death or disability resulting from accidents happening on or after May 1, 1945.

The compensation to which a workman is entitled for temporary total or permanent total disability is raised from a weekly minimum of \$12.50 to \$15. Where death of a workman results from an accident, the amount payable for burial expenses is increased from a maximum of \$125 to \$175.

Youth Training

In order to take advantage of a Dominion Government grant for youth training of \$1,647,700 for the current financial year, an Act was passed enabling the Lieutenant-Governor in Council to authorize the Provincial Secretary to enter into agreements with any person, firm, corporation, institution or government for the purpose of providing training and opportunities for establishment for young people. The Provincial Government is empowered to take all necessary steps to fulfil any such agreement.

The Lieutenant-Governor in Council may authorize the Provincial Treasurer to pay out of the Consolidated Revenue Fund an equal sum and also to advance a sum not greater than this amount pending the payment of the Dominion Government subsidy, when such advances are to be repaid. The Federal subsidies are to constitute a special fund, under the control of the Lieutenant-Governor in Council, for the purposes agreed upon.

Family Allowances

The Family Allowance Act authorizes the Lieutenant-Governor in Council to make any appropriate agreement with the Dominion Government for the establishment of a system of family allowances, the expenses incurred to be paid out of the Consolidated Revenue Fund.

Miscellaneous

The Pipe-Mechanics Act, as amended, stipulates that in a municipality with a population of more than 5,000 (formerly 10,000), no person may do a plumbing or steam-fitting business as a contractor or work as a journeyman or apprentice without a valid licence granted to him by the board of examiners. This provision is to apply even in a municipality of 5,000 people or less if the work concerns heating systems, refrigerating systems, mechanical sprayers used to prevent and fight fires, and plumbing systems in public buildings or industrial establishments as defined in the Pressure Vessels Act.

Amendments in the Quebec Cooperative Syndicates Act provide that an association may be deemed to be incorporated from and after publication of notice of its incorporation in the Quebec *Official Gazette*, and enable a cooperative syndicate to amend its by-laws at a special general meeting called for the purpose as well as at the annual meeting.

The Act respecting the municipal organization of mining villages was amended to authorize the Lieutenant-Governor in Council to extend the period during which the municipal corporation of a mining village is administered without a municipal council. Extension may be for one or more periods not exceeding five years in all.

An Act was passed to repeal the Act to constitute a Health Insurance Commission.

An Act respecting the Industrial Stability and Progress of Quebec provides for a redistribution of certain forest reserves held by timber companies in order to assist development of the timber industries of the Province and increase employment in the post-war period.

Sections of the Code of Civil Procedure dealing with garnishment of wages were amended to provide for the filing of the necessary declaration in the magistrate's Court of the district of Montreal instead of the Circuit Court.

Recent Regulations Under Dominion and Provincial Legislation

COMPENSATION is now payable under the Government Employees' Compensation Act for any industrial disease compensatable under provincial Workmen's Compensation Acts. The policy of providing Dominion assistance for workmen's compensation for war veterans who are employed in industry and receiving pensions for military disability is being continued and extended to veterans with a higher degree of military disability. Family Allowances Regulations have not been issued. Payment of the allowance is conditional on school attendance.

In Alberta, regulations issued under the 1945 Coal Mines Regulation Act include some

amendments. In British Columbia, accident-prevention regulations have been revised by the Workmen's Compensation Board. In addition to many changes in the sections governing logging, construction, saw-mills, wood-working, there are new sections applying to foundries, power-presses, laundries and to painting. In Manitoba, new regulations fix minimum wages and prices for services in the barbering trade. Ontario has consolidated the regulations under the Factory, Shop and Office Building Act and made new rules for outside fire-escapes. In Saskatchewan printing has been brought within the Apprenticeship Act.

Dominion

Compensation for Industrial Diseases to Government Employees

Industrial diseases, incurred by persons within the scope of the Government Employees' Compensation Act, are made compensatable by an Order in Council (P.C. 5772) of August 25, 1945, gazetted September 3, which was made under the War Measures Act. The Order is retrospective to January 1, 1940, but, as regards persons employed in hospitals and sanatoria in British Columbia who incur pulmonary tuberculosis, the Order applies only from April 11, 1943, the date when that disease was declared compensatable under the British Columbia Workmen's Compensation Act.

The Government Employees' Compensation Act provides that compensation must be paid to any Dominion Government employee suffering injury by accident in the course of his employment according to the terms of the Workmen's Compensation Act of the province where the accident occurred.

Workmen's Compensation for Disabled Veterans

An Order in Council (P.C. 186/1981) of March 24, 1945, gazetted April 28, continues for an indefinite period a policy of Dominion assistance in providing workmen's compensation for war veterans who are employed in industry and who are receiving pensions for military disability. As set out in an Order in Council (P.C. 102/3275) of May 3, 1944, which authorized the continuance of the scheme until March 31, 1945, the Dominion Government was to reimburse a provincial Workmen's Compensation Board for any compensation paid to a war veteran who was receiving a pension for military disability of between 25 and 79 per cent. The policy was first adopted on December 29, 1921, and has been modified from time to time.

Another Order in Council (P.C. 307/4753) of July 6, gazetted July 21, amends the Order of May, 1944 by removing the upper limit of 79 per cent. so that the Department of Veterans' Affairs may with respect to a veteran who receives a military pension of 25% or more, reimburse any Workmen's Compensation Board or employer for workmen's compensation paid to the veteran or his dependents.

Family Allowances

The Family Allowances Regulations issued by Order in Council (P.C. 5093) of August 3, 1945, and gazetted August 25, deal with registration and other matters of procedure concerning the payment of family allowances with special provision for the registration of Indians, Eskimos and Nomads. An allowance is not payable in respect of a child who is not attending school or receiving equivalent training, or of one who is absent from Canada for more than three consecutive months or who ceases to reside in Canada or who is no longer maintained by his parents.

The regulations apply to the whole of Canada; the Family Allowances (Prince Edward Island) Regulations established by Order in Council (P.C. 1033) of February 15, 1945, are revoked.

Seamen

The Merchant Seamen War Service Bonus Order, 1944, (P.C. 149/2705) of April 18, 1944, was amended on August 24, 1945, by an Order in Council (P.C. 342/5720) gazetted on September 3 1945, to provide for the payment of a seaman's War Service Bonus to his legal representative in the event of his death. If no such representative has been appointed,

the deceased seaman's Bonus may be disposed of as the Minister of Transport may determine.

Harbours Board Pension Plan

The National Harbours Board, which drew up a pension plan for the Board's employees in May, 1943, (L.G. June, 1943, pp. 860-1) has issued a revised plan approved by an Order in Council (P.C. 4944) of July 12, 1945, gazetted August 25. By-law 1 of the plan issued in May, 1944, is revoked and replaced by a new by-law incorporating the changes. Revision of the plan was made necessary by the 1944 amendment to the Civil Service Superannuation Act changing certain details in the

superannuation scheme for the Civil Service. (L.G. 1944, pp. 1176-77).

Other Orders

The following Orders in Council are summarized elsewhere in this issue: P.C. 5560 authorizing a Re-establishment Training Agreement between the Dominion and the provinces; P.C. 5637, P.C. 5972, and P.C. 5973 concerning Japanese in Canada; P.C. 5980 revoking the Order concerning the stabilization of longshore labour (Halifax); P.C. 5981 revesting in the Department of Labour the administration of the Fair Wages and Hours Act with respect to western defence projects.

Provincial

Alberta Coal Mines Regulation Act

Regulations made under the Mines Act on July 28, 1939, (L.G. 1939, pp. 907-8) were re-issued on August 27, 1945, under the Coal Mines Regulation Act, 1945, which repealed the Mines Act (L.G. 1945, p. 1201). The regulations are much the same as those of 1939 and deal with ventilation, washhouses, the care and use of explosives, electric equipment, rules concerning rock-dusting, and rules concerning qualifications of applicants and the conduct of examinations for certificates of competency.

As regards explosives, the present regulations are more extensive and detailed than they were previously. Specific rules are laid down concerning magazines, blasting, cables and shot-firing.

A section, first enacted in 1943, empowers a District Inspector of Mines to grant a permit to a person who does not hold a miner's certificate, enabling him to be employed at the working-face under the supervision of a qualified miner, if the granting of the permit will not endanger the safety of the mine and the miners. The new regulations stipulate that a holder of such permit must be at least 18 years old, be sufficiently familiar with English to understand directions and warnings in that language, have sufficient underground experience in a coal mine, and have a certificate of health from a properly qualified Alberta medical practitioner.

A change in the section on certificates of competency provides for first-class and second-class mine electricians' certificates in addition to mine-surveyors' certificates and first, second and third-class certificates of competency. The fees payable for these certificates are set out in the regulations. Candidates for the last three classes of certificates must hold a Mine

Rescue Certificate if the Board considers there has been a reasonable opportunity of obtaining such a certificate.

British Columbia Workmen's Compensation Act Accident Prevention Rules

From November 1, 1945, the accident-prevention regulations recently issued, after public hearings, by the British Columbia Workmen's Compensation Board, replace those of June 1, 1943, (L.G. 1943, p. 862).

Revised and consolidated, the regulations relate, as before, to all buildings and structures in or about which workmen are employed, lighting and ventilation, protective clothing and equipment, machinery and machine-guarding, ladders, stairways, floors, etc., cranes and derricks, electrical installations and equipment, welding, the use of explosives, window-cleaning, construction, saws, wood-working machinery, saw-mills, shingle-mills, logging, mechanical refrigeration and storage-batteries. More detailed and stringent provisions are made with respect to all these matters. Like the previous regulations, the new rules require accident-prevention committees to be set up wherever 25 or more workmen are employed. Each committee must now have not less than four and not more than twelve members.

New sections of the regulations apply to punch-presses, foundries, laundries, and painting.

Punch-presses—Presses must be securely anchored to a substantial support and placed so as to give plenty of space between machines for the movement of operators and for cleaning machines and handling the work, including material and scrap. The regulations indicate acceptable methods of disconnecting power from the press and of safeguarding the press

hazards at the point of operation. Safety devices for foot-operated and hand-operated power-presses are required to prevent accidental or premature tripping. When new dies are set, the die-setter is responsible for procuring and installing an effective guard or safe feeding arrangement suitable to the operation to be performed. Regular inspection must be made of all bolts and screws, of treadle arrangements, treadle and clutch springs, and all parts of the clutch. The press-operator must be instructed in the hazards of the machine and of the particular operation and in safe methods of work. The foreman is responsible for seeing that the press and safety devices are in proper order, that safety devices are used and that the operator observes certain rules in working.

Foundries—Adequate ventilation must be provided in foundries so that smoke, steam, gases and dust are carried off and impurities in the air are reduced to safe limits. Where tumbler mills are used there must be exhaust systems to carry off the dust from the cleaning of castings. Daily inspection must be made of all cables, shanks, crucibles, crucible-shanks and tongs, yokes, skimmers, slag-hoes, chains and cable slings, ropes and slings used in handling heavy moulds and castings or in pouring molten metal.

The employer must provide safety goggles where there is danger to the eyes, and workmen engaged in cleaning castings or in blasting must wear respirators, hoods or helmets, gauntlets and aprons. Near molten metal, moulders' shoes or shoes covering the ankles must be worn. Certain equipment and its location are specified in the regulations.

Laundries—In laundries, adequate guards must be provided for all shafts, pulleys, belts and gears. Rooms where flatwork ironers are operated must have sufficient means of ventilation to clear them of excessive heat and steam.

Floors must be so drained that there is no measurable depth of water where workmen have to stand. Washers must be equipped to prevent the inside barrel turning while the outside drum-door is open; every extractor must be equipped so that power cannot be applied before the cover is closed. Tumblers must have a device to prevent the barrel moving while the door is open and the barrel must be enclosed or guarded to prevent contact.

Feed-rolls of flatwork ironers and the rolls of roller-type body ironers must have a bar across the front so that if the operator strikes the bar, the machine will stop. Pressure-rolls must be covered, guarded, or so located that a workman cannot reach into them. Auto-

matic devices have to be attached to pressure-type ironers to prevent injury to the hand. All steam-pipes, where exposed to contact, must be covered up to seven feet from the floor.

Painting—Painters must wear suitable clothing; lunches may not be kept with work-clothes nor food brought within 25 feet of spray-painting. Employers of spray-painters must provide them with respirators and the workmen must use them. Protective cream must be available to all painters and adequate washing facilities must be provided. Painters may not work where the paint will contaminate the air breathed by other workmen; ventilation must be adequate when painting is done in a confined space. Suitable equipment, such as goggles, rubber gloves, or rubber suits, must be worn when acid is used in washing buildings. No paint may be applied with a spray-gun which contains any ingredient likely to be injurious to exposed parts of the body.

Manitoba Fair Wage Act

Regulations gazetted July 28, 1945, fix minimum rates of wages, charges for services and closing hours in the barbering trade.

Subject to the provisions of any municipal by-law, no barber-shop may remain open for more than 10 hours in any one day, or 11½ hours on Saturdays and any day preceding any statutory holiday. All shops must remain closed on the following holidays: New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day. Nothing must prevent a clear view into the interior of the shop after working hours or on Sundays or holidays.

Minimum rates in the greater Winnipeg Water District, Brandon, Portage la Prairie, Dauphin, Selkirk and Transcona range from \$20 for a 50-hour week or 60% of his gross receipts, whichever is greater, for a journeyman barber to \$15 for a 50-hour week, for a "barbering improver" for the first six months, \$17 for the second half-year, and \$20 for the next six months, and to \$3 or 60% of gross earnings, whichever is greater, for a part-time worker for any day or portion of a day except Saturday, and \$5 or 60% of earnings for any Saturday or public holiday.

Lower rates are fixed for specified towns but in all cases it is stipulated that an increase in wages shall not bring about an increase in prices.

New Brunswick Steam Boiler and Pressure Vessel Act

Experience in the Armed Forces in the use and operation of power plants is to be taken

into account in granting licences for stationary engineers and boilermen in New Brunswick as a result of an amendment made to the regulations (L. G. 1945, p. 196) by the Order in Council on August 22, gazetted September 19, 1945.

Anyone who proves to the Board of Examiners that he was an Operator (steam-power plant), Group A, in the Canadian Army may be a candidate for a second-class Stationary Engineer's licence. An Operator (steam-power plant), Group B, an Engine-fitter (steam reciprocating), Group B, an Operator (light and power plant), Group A, and a Stationary Engineer in the R.C.A.F. may apply for third-class Stationary Engineer licences. An Engine-fitter (steam reciprocating), Group C, an Operator (light-and-power plants), Group B and C, an Operator (steam-power plant), Group C, and a Stoker (stationary engine) are eligible for Stationary Boilerman licences, and a Fireman in the R.C.A.F. may try for a Boilerman's licence.

Ontario Factory Shop and Office Building Act

Regulations issued on June 13 and gazetted August 11, 1945, consolidate regulations which were re-enacted in 1944, and new ones dealing with exterior fire-escapes. Those re-enacted in 1944 include regulations for the control of dust in factories (L.G. 1937, p. 1206), the use of benzol and lead (gazetted September 3, 1932) and the inspection of pressure-vessels (L.G. 1939, p. 300).

The regulations dealing with exterior fire-escapes apply to all factories, shops, bake-shops, restaurants and office buildings. Plans for constructing or altering fire-escapes must be submitted to the Chief Inspector for approval. Detailed provisions are laid down concerning access to fire-escapes, their protection from fire, landings, stairways, balustrades,

materials and stresses, painting and maintenance, and signs and illumination. Maximum working stresses have to conform to the building code of the municipality in which the fire-escape is erected, or, lacking a municipal code, to Part 3 of the National Building Code. A fire-escape specifically prohibited by a municipal building by-law is not to be considered as being permitted by the regulations.

Quebec Minimum Wage Act

By-law B-1 (L.G. 1944, p. 107) of the Minimum Wage Commission was amended on September 1, 1945, to change the date on which the levy on payrolls is payable from the fifteenth to the tenth of February of each year. The levy, one-tenth of one per cent, is payable by all employers whose employees are subject to minimum wage orders, and is used to defray the costs of administering the Act. Employers who, during a levy period, have not paid more than \$3,000 in wages are exempted from the levy, as a result of an amendment made in the by-law on January 8, 1945, the exemption limit was previously \$1,500.

Prince Edward Island Electrical Inspection Act

Regulations made under this Act in August, 1940, (L.G. 1940, pp. 926-7) were revised by Order in Council on August 28, 1945, gazetted September 1, to make eligible for a journeyman's licence a war veteran who had at least two years experience in the electrical trade during his war service, if he applies within one year after discharge. The minimum experience required of others is four years.

Saskatchewan Apprenticeship Act

An order designating printing as a trade within the Act was made July 13, 1945, gazetted and effective August 15.

Legal Decisions Affecting Labour

Magistrate Dismisses Charge that Firm Violated Dominion Elections Act

ON August 10, 1945, Magistrate Hall of Victoria, B.C., dismissed a charge laid by the Crown against the Falconer Marine Industries Limited for unlawfully refusing "to grant to an elector in its employ at least two additional hours for voting, as provided for in Section 47 of the Act."

The informant working on an 8 a.m. to 4.30 p.m. shift and left his work at 2.30 p.m. on June 11, 1945, date of the last Dominion election. The Company which had informed him that he could leave at 4 p.m. that day and

thus have two hours for voting time before the polls closed at 6 p.m., refused to pay him for the time between 2.30 and 4 p.m.

Section 47 (1) of the Dominion Elections Act reads:

Every employer shall, on polling day, allow to every elector in his employ at least two additional hours other than the noon hour, for voting, and no employer shall make any deduction from the pay of any such elector nor impose upon or exact from him any penalty by reason of his absence during such hours.

The Court based its decision on the principle of law that where a clause in a statute

is ambiguous and a penalty is provided for its breach, the person against whom the penalty is sought obtains the benefit of the doubt.

It is understood that an appeal is being entered. *Rex v. Falconer Marine Industries Limited*, Victoria Magistrate's Court, August 10, 1945.

Supreme Court Judgment in Favour of Montreal Joint Committee for Printing Industry under Collective Agreement Act

On May 15, 1944, the Supreme Court of Canada allowed with costs an appeal by the Joint Committee of the Printing Industry for the Montreal District from the judgment of the Quebec Court of King's Bench in an action brought by the Committee in September 1940 against the Dominion Blank Book Company Limited, (1) for a declaration that the collective agreement entered into by the company and its employees' association under the provisions of the Professional Syndicates Act was illegal, (2) for an order to the company that it should cease to refuse to permit the joint committee's inspectors to enter the company's premises to inspect its books and (3) for damages of \$105 for expenses of the plaintiff's inspectors. The Joint Committee had been set up under the Collective Agreement Act to administer the agreement covering the printing industry for the Montreal district.

An interim injunction had been granted in February 1940 and an interlocutory injunction on November 18. In the Montreal Superior Court Mr. Justice C. A. Bertrand maintained the action, declared illegal, irregular and null that part of the agreement between the company and its employees' association which conflicted with the Order in Council making binding on all employers and employees in the printing industry in the District of Montreal the terms of the agreement made under the Collective Labour Agreement Act. The Court of King's Bench reversed this judgment, made the injunction permanent and awarded damages, the judges, however, not agreeing on their reasons for judgment. The Joint Committee appealed to the Supreme Court of Canada.

On February 9, 1938, an Order in Council was passed under the Collective Agreement Act making the wages and hours terms of a collective agreement binding throughout the Montreal district. For some time, the company observed in its establishment the conditions laid down by the Order in Council. It also paid the assessments to the Joint Committee and furnished the monthly reports required. These things were done, however, under protest. In July, 1939, the Company refused to permit the Committee's inspectors

to enter its plant. The refusal was repeated later and the company ceased to furnish reports or to forward the amounts levied by the joint committee.

In September, 1939, the Company and the Dominion Blank Book Company Employees' Association entered into an agreement which, after certain formalities, would ordinarily have been binding on the two parties under the Professional Syndicates Act. The Company claimed that it was bound by this agreement and that the agreement generalized in the Montreal district under the Collective Agreement Act was of no effect as regards it or its employees.

Mr. Justice Taschereau, who delivered the judgment of the Supreme Court of Canada, pointed out that the power conferred on the contracting parties by the Professional Syndicates Act is to enter into an agreement which is not *prohibited by law*. In his opinion, the parties, in stipulating the conditions as to wages and hours contained in the agreement under the Professional Syndicates Act, violated the Order in Council under the Collective Agreement Act and, therefore, the agreement was null and void. The Decree or Order in Council under the latter Act, he stated—

applies to everyone engaged in a similar trade and specifically forbids to stipulate a wage below that fixed by the decree. Any stipulation to that effect is null and void . . .

It would be to my mind most extraordinary that the dispositions of the Collective Labour Agreement Act could be eluded under the pretext raised in the present case. If so, the law would be defeated, and this far-reaching social legislation would indeed be a dead letter in the statutes. If an employer, obviously bound by the decree, may withdraw and by a unilateral act cease to be affected by its dispositions, all the other parties would clearly have the same rights, thus rendering the act inoperative . . . By enacting this law, the legislature intended that . . . the employers, respecting the agreement and paying fair wages, be not put in a constant state of financial instability, by being subject to the disloyal competition of other dissenting employers, who refuse to be parties to the agreement, or who withdraw after having been bound by it.

The Court emphasized that this did not mean that the provisions of the Professional Syndicates Act were in any way repealed. The laws exist side by side and professional syndicates may enter into agreements with their employers under the condition, however, that their terms do not conflict with the existing law:

The private agreements made under the Professional Syndicates Act between employers and employees must necessarily yield to the imperative provisions of the Collective Labour Agreement Act in the territory covered by the decree.

As regards the company's contention that its employees are not in the printing trade but are mere operators requiring little training, Mr. Justice Taschereau approved Mr. Justice Barclay's views as expressed in the Court of King's Bench:

It is not the manner in which the printing is done nor the qualification of the operator which is contemplated at all, it is the industry as such which is contemplated (by the decree) . . . the decree refers to "all persons engaged in the production of printing" . . . The only question of importance is whether in fact the appellant company is "engaged in the production of printing" and the answer to that question is clearly in the affirmative.

Following the Supreme Court's decision, the company applied for a stay of execution of the order of the Court pending an appeal which it hoped to make to the Judicial Committee of the Privy Council. The application was refused with costs by the lower courts, on June 22, 1944, and by the Supreme Court on the ground that the judgment of the Court had been certified by the Registrar to the Court of original jurisdiction on May 30, 1944, and that having been done, all subsequent proceedings with regard to execution are to be taken as if the judgment had been given in the Court below. The Supreme Court was, therefore, without jurisdiction to grant the application. Special leave to appeal to the Privy Council was refused on January 30, 1945. *Le Comité Paritaire de l'Industrie de l'Imprimerie de Montréal v. Dominion Blank Book Co. Ltd.*, (1944) S.C.R. 213, 266.

Quebec Appeal Court Confirms Judgment Dismissing Complaint against Company Official for Making False Report

Mr. Justice Surveyer in the Court of King's Bench (Criminal Jurisdiction) on December 21, 1944, confirmed the decision of the district magistrate who had dismissed a complaint against an official of a newspaper company for having submitted knowingly a false report. The information was laid by the Joint Committee of the Printing Industry.

The rules of the Joint Committee require all employers to submit a monthly return showing wages, hours and working conditions in their establishments during the preceding month.

The accused, secretary-treasurer and manager of "le Sorelois Ltée" an employer within the jurisdiction of the printing trades decree for Montreal and district, was charged with having sent to the committee on or about May 22, 1942, a false report of working conditions for

April, 1942. He prepared and signed the report, knowing that it was false. His signature was set beside the words "authorized signature". The complaint was made under the section of the Collective Agreement Act which makes it an offence to submit a false or inaccurate report.

The Court pointed out that all the offences listed in the Act are not committed by the same persons. In most cases, however, the offence can be committed by anyone. As the English translation has it, "whosoever knowingly forwards any false or inexact information . . . such person shall be sentenced to imprisonment." The Court declared that there were two words which must be defined "quiconque" (whosoever) and "transmettre". The first offered no difficulty, being taken to include any person, anywhere. The Judge cited a case in the English Court of Appeal which declared that "the word transmit" (a return) meant "send" and was equivalent to "post". In this case, however, the messenger who took the report to the committee or who posted it could not be held responsible.

According to Tremeear's Criminal Code, "A person may be liable as a principal . . . as having actually committed the offence, if he acts, not personally, but through an innocent agent". The Judge agreed with the magistrate who had accepted the claim of the accused that the forwarding was done not by himself, but by the company. As the signature of the official was preceded by the words "authorized signature", he was acting on behalf of the company. Either he did not need special authority to sign the report, or the company had given him authority to sign it. The Judge cited legal precedents to show that a person in a subordinate capacity acting under direction of his superior cannot be held responsible for an infraction of the law.

In the Court's opinion, the accused was personally guilty. But it was not for having prepared nor even for having signed a false report that the law imposes a penalty. It is for having forwarded or sent it. It had not been established that the accused had himself assumed the responsibility of having sent the report to the committee. The offence punishable by law was committed by the employer, in this case the directors or officers of the company whose obligation it was to submit the report. The appeal was therefore dismissed, without costs.—*Comité Paritaire de l'Industrie de l'Imprimerie de Montreal et du District v. Cartier, Les Rapports Judiciaires de Quebec* (1945) C.B.R., 45.

Montreal Firm Wins Appeal in Case of Workman Discharged for Union Activity

On May 31, 1945, the Quebec Court of Appeal by a four to one decision maintained an appeal by the Canadian Marconi Company from a judgment of the Superior Court given on December 12, 1944. Mr. Justice Boyer in the Superior Court had refused the company a writ of prohibition staying the execution of a judgment against it in the Montreal Court of Sessions (L.G., 1944, pp. 406-407).

The case arose originally when the company was charged with failure to comply with an order made by the Dominion Minister of Labour under the authority of an Order in Council (P.C. 4020) of June 6, 1941, as amended, which was issued under powers conferred by the War Measures Act. The Minister had directed the reinstatement of an employee who had been dismissed for trade union activity. Upon being found guilty as charged on February 17, 1944, the company sought a writ of prohibition in the Superior Court on the ground that the Order in Council was *ultra vires* of the Dominion since, it was claimed, the Order dealt with matters in relation to Property and Civil Rights, a subject concerning which only the legislatures of the provinces have the power to enact laws. The writ was refused, the Court holding that the Order in Council was valid since the operations of the Canadian Marconi Company were essential to the war effort. Mr. Justice Boyer, stated, however, that his decision would have been different if a war industry had not been concerned.

On March 21, 1945, the company appealed this judgment. The reasons for appeal were that if the Order was invalid for one company, it must be invalid for all companies; that the Ministerial order and the penalty imposed by the Court were applicable only in a case where a strike or lockout had occurred contrary to the provisions of the Industrial Disputes Investigation Act as extended to war industries or where a stoppage of work seemed imminent to the Minister of Labour; that the penalty was provided by an amendment (P.C. 4175) of May 20, 1943, made to the Order in Council after the Minister's order had been issued; and that the company was deprived by the Order in Council of trial by due process of law.

The Quebec Court of Appeal held that the Court of Sessions had no jurisdiction to hear the case against the company since the Minister's order was based on an Order in Council which, until May 20, 1943, one month after his order had been issued, did not provide for the application of sanctions.

Because the amendment was not retrospective, the company had a right to refuse to comply with the order, the Court held, without incurring a penalty. As no new order had been issued by the Minister after the amendment, the company could not be charged with a new refusal to comply. Because of the absence of sanctions, the penalty was declared invalid. The company's appeal was maintained with costs, the conviction was set aside, and the company given the right to a writ of prohibition against the Montreal Court of Sessions.

The case is being appealed to the Supreme Court of Canada.—*Canadian Marconi Co. Ltd. v. Cour des sessions de la Paix et autres. Les Rapports Judiciaires de Quebec* (1945) C.B.R.v.

Quebec Court Dismisses Appeal and Counter-Appeal in Case Involving Wartime Labour Relations Board

On May 15, 1945, the Quebec Court of Appeal unanimously dismissed an appeal from a judgment of the Quebec Superior Court which had refused an application for an injunction to restrain the Wartime Labour Relations Board of Canada from proceeding to determine by a ballot among the employees of La Traverse de Levis, Ltée. which labour organization the employees wished to represent them in negotiating a collective agreement with the company (L.G., 1945, p. 921). The Court also dismissed a counter-appeal by the Board from the Superior Court's decision that the case was within the jurisdiction of the Superior Court.

The six appellants were employed by the Levis Ferry Co. as office-workers, captains or second captains. The Board had directed that "the captain, the second captain and the management staff" should not participate in the voting. The six men thereupon applied successfully for an interim injunction prohibiting the Board from proceeding. On September 27, 1944, an interlocutory order to the same effect was made.

The Court found, contrary to the appellants' contention, that the Board's Order for a vote was valid and that the persons excluded from the ballot were properly excluded. Both the appeal and counter-appeal were dismissed with costs. The appellants are appealing the case to the Supreme Court of Canada.—*Demers et al. v. Wartime Labour Relations Board et al.*, Quebec Court of Appeal, May 15, 1945.

Montreal Longshoremen Win Appeal in Union Dispute

Three longshoremen who were expelled in 1939 from the International Association of

Longshoremen, Local 375, for belonging also to a rival union had their appeal from a Superior Court judgment maintained in the Quebec Court of Appeal by a four to one decision on May 31, 1945.

The case arose following a dispute in the Local of the International. The resolution expelling the three men gave as the ground the fact that they belonged to a rival union, the National Independent Union of Longshoremen, contrary to the constitution of the international union.

The men brought a joint action for damages against the Local, claiming that they had been illegally expelled and that they had been unable to obtain work during the 1939 navigation season as a result of their expulsion. After their action had been rejected in the Montreal Superior Court on a point of procedure and the Court of Appeal had ordered on April 14, 1942 that the case be heard in the Superior Court, their action was dismissed by that Court on December 20, 1943. The men thereupon entered an appeal against this judgment.

The dispute leading to the expulsion of the men had its origin in the involved history of Local 375 of the international union. The Local was originally formed by the members of the National Independent Union and later the other International Local in the Montreal area merged with it. Mr. Justice Barclay held that the by-law of the Local which was used as authority for the resolution of expulsion

merely prohibits any person joining any rival association after the coming into force of the by-law. . . . The fact is that a large number of members of Local 375 were members of the Union Nationale Indépendante when Local 375 was formed . . . largely by the members of the Union Nationale Indépendante, and the officers of the one became the officers of the other at the same time. . . . It was only when certain members of Local 375 had a disagreement with other members of Local 375 who also belonged to the Union (Nationale Indépendante) that this by-law was put to any use against members who had previously been members of the Union.

Since the resolution of expulsion went beyond the power conferred by the by-law it was illegal, according to Mr. Justice Barclay, and—

while Courts will not act as Courts of Appeal from the decisions of committees of associations or clubs, they will interfere if the rules of the association have not been observed, or if anything has been done contrary to natural justice, or the decision complained of has not been arrived at *bona fide*.

Chief Justice Letourneau, in the only dissenting opinion, favoured rejecting the appeal on the ground that the appellants

were in fact members of a rival union, that the resolution of expulsion was within the powers of Local 375, and that the appellants had not utilized their right to appeal to the Executive Council of the International Association of Longshoremen. In connection with the latter he cited the opinion of Mr. Justice Bouffard in *Trahan v. Fraternité des employés de Tramways* (1) (1930) 68 C.S. 71 that "When the rules of a private association include a means of appeal from the decisions of the executive, a member who claims to have been unjustly treated cannot have recourse to the courts before he has availed himself of the remedies provided for him by the rules of the association."

Damages awarded were \$300, \$400 and \$500, the awards varying according to the amounts the workmen lost due to their unemployment in 1939.

A petition to be allowed to appeal to the Supreme Court of Canada is pending before the Court of Appeal.—*Dussault and Others v. Association Internationale des Debardeurs, local 375. Les Rapports Judiciaires de Quebec* (1945) C.B.R. 353.

Joint Submission to Quebec Court for Interpretation of Collective Agreement Fails

In a case under the Collective Agreement Act which was jointly submitted to the Montreal Superior Court, Mr. Justice Denis decided on June 9, 1944, that the parties should be put out of Court without costs. The point of law involved could not be determined by the Court under the circumstances.

The defendant employed seven girls in its bindery department at the rate of 30 cents per hour, or \$13.20 for a 44-hour week, the working hours fixed by the decree relating to the printing trades (Order in Council 987) of April 26, 1941. The plaintiff, the Joint Committee of the Printing Industry for the Montreal district, claimed that these employees, by virtue of Art. XII (c) of this decree as amended in November, 1941, should be paid at least as much for a 44-hour week as they had received for a 45-hour week under the previous decree, that is \$13.50 for 44 hours' work or \$0.309 cents per hour. The defendant argued that if this section of the decree were interpreted in accordance with the plaintiff's contention, it would be *ultra vires* of the Collective Agreement Act. Both parties agreed to appeal to the Court for a judgment on the matter, costs to be paid by the party found to be in error.

The decree as amended stipulates that where before April 26, 1941, an employee's hourly rate for a 45-hour week exceeded the hourly

rate fixed for the job by the decree, the employee's rate should be increased so as to ensure that the employee would receive at least as much for a 44-hour week as for a 45-hour week.

The defendant claimed at the hearing, that the Circuit Court, and not the Superior Court, had jurisdiction. Mr. Justice Denis held that this contention could not be entertained since, by submitting their Joint Factum to the Superior Court, both parties had agreed to submit the case to that Court and had acquiesced in its jurisdiction.

The Court held, however, that as the Joint Factum did not contain the separate conclusions of each party as required by Article 509 of the Code of Civil Procedure but merely asked the Court to determine a point of law, which Art. 509 and following articles forbid, the Court could not entertain the proceedings. In a case jointly submitted, Art. 509 and the following articles require that the plaintiff must ask for an adjudication in its favour in order that any judgment rendered may be susceptible of execution. For these reasons, the Court, without adjudicating upon the issues submitted in the Joint Factum and reserving to the parties all their rights resulting from the facts submitted, put the parties out of Court, without costs.—*Comité Paritaire de l'Industrie de l'Imprimerie de Montreal et district v. Frères des Ecoles Chrétienness, Les Rapports Judiciaires de Quebec (1945) Cour Supérieure 81.*

Quebec Court Holds One-Third of Wages Irrespective of Deductions Attachable for Debt

Mr. Justice Décary in Montreal Superior Court on July 21, 1944, dismissed a motion of a debtor for the revoking of an order attaching his wages.

The defendant earns a weekly salary of \$87.60. Article 697 (A) of the Quebec Code of Civil Procedure stipulates that no creditor may seize the wages of a debtor who deposits with the clerk of the Circuit Court the seizable portion of his wages within three days after he receives them and who continues to do so until the debt is paid. The defendant had deposited \$17 each week, being one-third of \$45.97, his net wages after deductions had been made by the employer. The deductions were for income tax, unemployment insurance, donations to charity, war-savings stamps, victory bonds, and other insurance. Apart from the deductions for income tax and unemployment insurance, the sums taken from his wages were taken with his consent.

The defendant claimed that the seizable portion of his wages should be based on the net wages received by him, not on the amount before deductions were made.

The Court held that his claim was ill-founded, that the deductions made by his employer were for the defendant's benefit and that the full wages of \$87.60 constituted the proper basis for calculating the seizable portion.—*United Auto Parts (East) Ltd., v. Ratelle, Les Rapports Judiciaires de Quebec (1945), Cour Supérieure, 91.*

Quebec Court Dismisses Workman's Appeal in Accident Case

The Quebec Court of Appeal on January 9, 1945, rejected with costs the appeal of an injured workman from a judgment delivered by Mr. Justice Savard in the Quebec Superior Court on November 25, 1943.

The case arose when the appellant, one Letourneau, a traffic officer for the Quebec Attorney-General, was seriously injured while driving a motorcycle. The Quebec Workmen's Compensation Commission fixed his permanent disability, the loss of the use of his left knee, at 35 per cent, awarding him a monthly compensation of \$23.23, in addition to paying most of his medical expenses and two-thirds of his salary during a period of total disability.

Letourneau then entered an action for \$5,810 against the driver of the automobile which had struck him and the driver's employer, basing his action on the Quebec Workmen's Compensation Act. Section 8 of the Act preserves an injured workman's right to claim damages at common law from a person other than his employer, limiting the amount, however, to any sum required to constitute with his workmen's compensation "an indemnification proportionate to the loss actually sustained." Mr. Justice Savard found the defendants liable but their offer to pay \$1,000 to Letourneau fair and ample. Letourneau appealed this judgment.

Mr. Justice Bissonnette of the Court of King's Bench declared that the capital value, \$7,526, of the compensation awarded for the appellant's disability was reasonable, if not generous, when compared with the awards usually made by Courts even in cases of death or amputation. He held that the \$1,000 offered by the defendants was equal to the damages Letourneau could recover under common law.—*Letourneau v. Gagnon et un autre, Les Rapports Judiciaires de Quebec (1945), C.B.R. 309.*

Quebec Court Rules Injured Workman Entitled Only to Damages Equal to Loss Sustained Less Workmen's Compensation Received

An injured workman who received compensation from the Quebec Workmen's Compensation Commission and instituted an action at common law against a third party was entitled to receive from this party, if negligent, only the additional sum required to constitute an indemnity equal to the loss he sustained. This was the decision of Mr. Justice Duranleau on March 9, 1945, in the Superior Court at Beauharnois, Quebec.

The defendant company, the Coulter Copper and Brass Ltd., had contracted to build and install tanks for Quebec Distillers Inc., at Valleyfield, employers of the plaintiff, Balazs. By a tacit agreement between the two firms, the foreman of the defendant company could borrow the services of Balazs whenever he needed a carpenter for a short time. While Balazs was working under the direction of the defendant's foreman, an explosion occurred, the foreman being fatally injured and Balazs suffering severe burns. The Workmen's Compensation Commission awarded Balazs compensation of a capital value of \$2,210.30 for permanent partial disability.

The workman, basing his action against the defendant company on Article 2468 of the Civil Code, sued for \$8,529.92. Article 2468, as amended, states that "Civil responsibility shall in no way be lessened or altered by the effect of insurance contracts".

The Court pointed out, however, that the Quebec Workmen's Compensation Act gives an injured workman who receives compensation the right to claim under common law from any person, other than his employer, only "any additional sum required to constitute, with the above-mentioned compensation, an indemnification proportionate to the loss actually sustained."

The defendant contended, also, that at the time of the accident the foreman concerned was for the time being employed by the Quebec Distillers, Inc., and not by the defendant, his regular employer, and that the defendant could not, therefore, be held liable for his negligence. On this point, the Court found that the foreman, who was held to have been negligent, was at all times acting under the instructions of the defendant company in installing the tanks.

As regards the damages to be awarded, the Court, calculating the amount at \$4,300 and deducting the compensation already received by the plaintiff, ordered the defendant company to pay Balazs \$2,089.70.—*Balazs v. Coulter Copper and Brass, Limited.*—Les Rapports Judiciaires de Quebec (1945), C.S. 168.

Quebec Workman Wins Action for Damages for Wrongful Dismissal

In a case where an employer discharged a workman alleging that he had a criminal record, Mr. Justice Mackinnon in the Montreal Superior Court on November 17, 1944, finding that he did not in fact have such a record, awarded four weeks' wages, \$205.40, and \$75 for damages to plaintiff's reputation and for humiliation. In dismissing the man, the company had relied on Article 203 (1) of the National Selective Service Civilian Regulations (P.C. 246 of January 19, 1943) enacting that where an employer "is of opinion that an employee is guilty of serious misconduct", he may suspend him from duty.

After a robbery of the company's payroll early in 1943, the police checked a list of the employees with their records. On finding a record concerning the plaintiff, the police advised the plant manager that the employee had a "criminal" record.

Plaintiff was immediately discharged and a National Selective Service form filled out containing the statement that he was suspended because of his criminal record. According to plaintiff, he could not obtain work for some time because of this statement and when he found work, it was at a much lower rate of pay. He thereupon brought an action for damages against the company.

As the only record against the plaintiff was that he had served eight days in jail seven years previously because he had been unable to pay an \$8 fine for having driven a truck without a licence, the Court found the plant manager "clearly at fault in not ascertaining what his record was when he suspended him, and in inserting on his certificate of discharge the serious charge that he had a criminal record". The statement that plaintiff had a criminal record "is undoubtedly defamatory and libelous", the Court held.

Pointing out that a National Selective Service Officer in Montreal had admitted that the policy of the department was to be more careful where they sent an employee for work if he had been suspended for having a criminal record, the Court declared this meant that in effect there had been publication of the "defamatory and libelous statement."—*Caya v. Dominion Structural Steel Ltd.* Les Rapports Judiciaires de Quebec (1945), C.S. 175.

English Court Dismisses Company's Appeal in Case of Alleged Breaches of Contract of Employment

The Divisional Court on June 19, 1945, dismissed an appeal by Dorman, Long and Company Limited from a decision of the

Durham County Court dismissing claims against 226 workmen for alleged breaches of their contracts of employment at one of the company's collieries. The *Ministry of Labour Gazette* of August, 1945, reports the judgment.

The workmen on entering the company's employment had signed a memorandum agreeing to 14 days' notice on either side. In January, 1943, an agreement was made to reorganize the working time and have the men work two shifts instead of one on Saturdays in order to increase output. Nothing was then said about termination of the existing contracts of employment and no time was fixed for the duration of the agreement to work the new schedule.

Towards the end of June, 1944, the men decided that they no longer wished to work two shifts on Saturdays. When the colliery manager refused to agree to the change, the men gave the company eight days' notice to

terminate the agreement. They did not work the second shift on the first Saturday after the notice expired.

The Divisional Court, dismissing the company's appeal, held that the agreement of January, 1943, was for a temporary arrangement only, and that, contrary to the company's contention, it did not become part of the workmen's contracts of employment. Since the agreement was only temporary, it could be terminated by reasonable notice and eight days' notice was reasonable. The original contract of service was never varied, the Court declared. The condition that the men could terminate their service only by giving 14 days' notice was still present, but in this case the men had not given any notice terminating their contracts, but merely a notice to terminate a temporary arrangement of working time.—*Dorman, Long and Company Limited v. Carroll and others*. Divisional Court, June 19, 1945.

Training Within Industry For Supervisors In Great Britain

IT was reported in a recent issue of the *Ministry of Labour Gazette* that the British Ministry of Labour and National Service had introduced to British industry a new form of training called "Training Within Industry for Supervisors", which, it is claimed, is similar to a plan that has had considerable success in the United States.

It was described as follows:

"The scheme aims at providing sound basic training for Supervisory Grades (from senior executives to the newly appointed charge-hand) in the skills of instructing, of handling workers and of improving methods. Each skill is covered by a special program and each involves attendance of ten Supervisors at five two-hour sessions, run on Group Conference lines and held on consecutive days during working hours.

"The first two-hour session of each program is devoted to the acceptance of the principles of how to instruct, how to handle a human problem or how to discover and develop an improvement in method, according to the program being followed. This is done by means of demonstration or case treatment by the Trainer. The remaining sessions are devoted to actual practice by each individual Supervisor on one of his own jobs or problems, whether from workshop or office. The Ministry may provide the services of a Trainer, but large firms are urged to send one of their own staff for a week's course of 40 hours to be trained as a Trainer, and subsequently carry on the training of Supervisors within the firm or organization.

"It is not claimed that there is anything new in the principles which are embodied in

these programs, but it can be claimed that the new method of approach by group discussion and actual practical demonstration by members of the Group themselves forms a new development in industrial training. This practical approach has a popular appeal among Supervisors and the guided discussions which take place are found to be much appreciated. It can also be claimed that this form of training has a direct bearing upon each Supervisor's individual problems, and for that reason the Supervisors themselves feel that tangible results can be achieved.

"The importance of sound basic training in the skills of supervision in all branches of industry will be recognized as fundamental in securing a rapid and smooth turnover from war-time to peace-time production.

"Development of the scheme has been confined firstly to the skill of instructing, called "Job Instruction", and secondly to the skill of handling workers, known as "Job Relations". It is hoped to develop the skill of improving a method, known as "Job Methods", at an early date.

"The reactions of industry have been most favourable. Supervisors who have attended Groups have readily acknowledged the advantages gained. Many firms' representatives have been trained to conduct groups in Job Instruction and in Job Relations. About 500 Supervisors attend groups each week and this figure is likely to rise. The scheme has already been introduced into a number of industries, including ship-building, iron and steel, engineering, textiles, aircraft, chemicals, rubber and food production."

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the up-grading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Navy, Army and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Veterans' Affairs;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Programme, free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to August 31, 1945, the gross enrolment under Canadian Vocational Training has been as follows:

Training for Industry.....	279,231
Army Tradesmen.....	49,207
Navy Tradesmen.....	9,055
R.C.A.F. Tradesmen.....	65,212
Rehabilitation (Discharged persons from the Forces).....	14,498
Students	7,649
Total	424,852

Training of tradesmen for the Navy, Army and Air Force has now entirely ceased; the same is true of training for industry, except for one or two plant schools still being conducted in essential civilian industries. The training of foremen and supervisors is continuing as usual. With the end of the summer, there concluded three special condensed courses for Social Welfare Aides. These were conducted at the Schools of Social Work in Montreal, Toronto and Winnipeg, and were designed to train Social Welfare Aides who could be employed by various welfare agencies on work being carried out by them on behalf of the Department of National Defence.

Rehabilitation Training

The number of discharged personnel enrolled for training showed an increase during the month, with the major increase being in the pre-matriculation classes, where the enrolment has become heavy especially in Ontario.

In order to take care of anticipated increases in vocational enrolment during the fall and winter, buildings for additional centres have been acquired at North Sydney and Windsor in Nova Scotia; Saint John in New Brunswick; and in Montreal, Kingston, London, Windsor, North Bay and Winnipeg. An increased amount of major tools and equipment is now being made available from War Assets Corporation, but it will probably be late in the fall before all the new centres are properly equipped and operated.

In order to provide adequate training opportunities for women and to co-operate closely with women's organizations and the women's section of the National Employment Service, women supervisors and women field representatives have been taken on in the different provinces, with personnel all drawn from the ranks of discharged women.

TABLE 1—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1945 TO AUGUST 31, 1945

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Aug. 31/45	Enrolled in Aug.	At End of Aug.	From April 1/45 to Aug. 31/45	From April 1/45 to Aug. 31/45
Dominion Summary					
Men.....	1,957	365	1,438	256	264
Women.....	48	3	25	8	15
Total.....	2,005	368	1,463	264	279
Prince Edward Island					
Men.....	24	4	16	3	5
Women.....					
Total.....	24	4	16	3	5
Nova Scotia					
Men.....	40	8	34	5	1
Women.....	4		4		
Total.....	44	8	38	5	1
New Brunswick					
Men.....	38	9	31	3	4
Women.....	2		1	1	
Total.....	40	9	32	4	4
Quebec					
Men.....	264	55	183	57	24
Women.....	5	1	2	1	2
Total.....	269	56	185	58	26
Ontario					
Men.....	835	152	680	40	115
Women.....	7		5		2
Total.....	842	152	685	40	117
Manitoba					
Men.....	187	52	148	19	20
Women.....	3	1	1	1	1
Total.....	190	53	149	20	21
Saskatchewan					
Men.....	113	17	79	24	11
Women.....	1		1		
Total.....	114	17	80	24	11
Alberta					
Men.....	219	36	130	55	34
Women.....	10	1	4	3	3
Total.....	229	37	134	58	37
British Columbia					
Men.....	237	32	137	50	50
Women.....	16		7	2	7
Total.....	253	32	144	52	57

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1945 TO AUGUST 31, 1945

(Subject to Revision)

		NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
		From April 1/45 to Aug. 31/45	Enrolled in Aug.	At End of Aug.	From April 1/45 to Aug. 31/45	From April 1/45 to Aug. 31/45
Dominion Summary						
Correspondence	Men.....	332	15	274	10	48
	Women.....	2		2		
Pre-Matriculation	Men.....	2,247	303	1,446	540	261
	Women.....	39	4	25	8	6
Total.....		2,620	322	1,747	558	315
Prince Edward Island						
Correspondence	Men.....	3		3		
	Women.....					
Pre-Matriculation	Men.....	3		1	1	1
	Women.....					
Total.....		6		4	1	1
Nova Scotia						
Correspondence	Men.....	4		1	2	1
	Women.....					
Pre-Matriculation	Men.....	14	4	9	1	4
	Women.....	1			1	
Total.....		19	4	10	4	5
New Brunswick						
Correspondence	Men.....	4		3		1
	Women.....					
Pre-Matriculation	Men.....	23	3	11	6	6
	Women.....					
Total.....		27	3	14	6	7
Quebec						
Correspondence	Men.....	51		34		17
	Women.....					
Pre-Matriculation	Men.....					
	Women.....					
Total.....		51		34		17
Ontario						
Correspondence	Men.....	129	10	114	3	12
	Women.....					
Pre-Matriculation	Men.....	1,494	192	1,047	277	170
	Women.....	17	2	11	5	1
Total.....		1,640	204	1,172	285	183
Manitoba						
Correspondence	Men.....	39	3	36	1	2
	Women.....					
Pre-Matriculation	Men.....	146	30	88	48	10
	Women.....	3			1	2
Total.....		188	33	124	50	14
Saskatchewan						
Correspondence	Men.....	17	1	15		2
	Women.....	1		1		
Pre-Matriculation	Men.....	97	29	78	10	9
	Women.....	7	1	5		2
Total.....		122	31	99	10	13
Alberta						
Correspondence	Men.....	43	1	32	1	10
	Women.....	1				
Pre-Matriculation	Men.....	259	32	126	84	49
	Women.....	8	1	8		
Total.....		311	34	167	85	59
British Columbia						
Correspondence	Men.....	42		36	3	3
	Women.....					
Pre-Matriculation	Men.....	211	13	86	113	12
	Women.....	3		1	1	1
Total.....		256	13	123	117	16

TABLE 3—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1945 TO AUGUST 31, 1945

	NUMBERS IN TRAINING			PLACED IN EMPLOYMENT		COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	From April 1/45 to Aug. 31/45	Enrolled in Aug.	At End of Aug.	From April 1/45 to Aug. 31/45	In August	From April 1/45 to Aug. 31/45	From April 1/45 to Aug. 31/45
Dominion Summary							
Men.....	3,494	424	1,919	810	163	178	591
Women.....	964	57	499	204	31	45	218
Total.....	4,458	481	2,418	1,014	194	223	809
Prince Edward Island							
Men.....							
Women.....	18		6	2		7	3
Total.....	5		4			1	
	23		10	2		8	3
Nova Scotia							
Men.....	66	3	36	23	15		7
Women.....	6		4	2			
Total.....	72	3	40	25	15		7
New Brunswick							
Men.....							
Women.....	135	17	55	44	5	1	37
Total.....	24	2	15	3			6
	159	19	70	47	5	1	43
Quebec							
Men.....	432	33	334	83	4	60	55
Women.....	134	10	69	29	3	3	33
Total.....	566	43	303	112	7	63	88
Ontario							
Men.....	1,439	186	951	245	58	24	219
Women.....	279	26	180	31		15	53
Total.....	1,718	212	1,131	276	58	39	272
Manitoba							
Men.....	428	70	229	72	8	37	90
Women.....	132	6	57	36	5	1	38
Total.....	560	76	286	108	13	38	128
Saskatchewan							
Men.....	288	49	116	120	27	22	30
Women.....	80	2	35	24	10	11	10
Total.....	368	51	151	144	37	33	40
Alberta							
Men.....	312	25	99	103	14	16	94
Women.....	154	8	69	40	7	10	35
Total.....	466	33	168	143	21	26	129
British Columbia							
Men.....	376	41	193	118	32	11	56
Women.....	150	3	66	39	6	4	43
Total.....	526	44	259	157	38	15	99

Unemployment Insurance

*Activities of Unemployment Insurance Commission**

Analysis of Claims and Benefit—Insurance Registrations—The Fund—Decisions of Umpire

A TOTAL of 20,557 claims for Unemployment Insurance benefit was received at the offices of the Unemployment Insurance Commission throughout Canada in August. This is almost double the 10,886 claims received during July and more than six times the 3,241 registered in August 1944.

Similarly, the number of persons who signed the live unemployment register during the last six working days in August (i.e. all those reporting unemployed days for any purpose under the Act) increased sharply over previous months. Persons signing the live unemployment register numbered 28,770 (17,596 males and 11,174 females) as against 19,224 (10,737 males and 8,487 females) in the last week of July and 5,408 (3,918 males and 1,490 females) during the last week of August 1944.

This sudden rise in recorded unemployment among those covered by the Unemployment Insurance Act unquestionably results from lay-offs due to the cessation of hostilities in the Pacific. The figures become even more significant when it is noted that the month of August normally represents almost the peak of seasonal employment in Canada and could thus be expected to record close to the monthly minimum of applications for benefit.

During August 12,661 claims were adjudicated at Insurance offices, 10,616 being considered entitled to benefit and 2,045 not entitled to benefit. The chief reasons for non-entitlement were: "voluntarily left employment without just cause" (798 cases), "insufficient contributions while in insurable employment" (773 cases), "discharged for misconduct" (206 cases).

In all, 19,521 persons received a total of \$685,571 for 358,360 days of compensated unemployment during August. This compares with 18,257 persons paid \$602,003 for 317,628 days in July and 4,746 persons paid \$108,688 for 57,547 days in August 1944.

The average duration of the unemployment compensated was, then, 18.4 days in August as against 17.4 days in July and 12.1 days in August of last year. The average amount of benefit paid per beneficiary was \$35.12 in August, \$32.97 in July and \$22.90 in August 1944. The average amount of benefit paid per compensated day of unemployment was \$1.91 during August, \$1.90 in July and \$1.89 in August last year.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at August 31, 1945, 2,691,588 employees were issued with Insurance books and had made contributions to the fund at one time or another since April 1, 1945, an increase of 103,154 since July 31, 1945.

As at August 31 1945, 147,043 employers were registered as having insurable employees, an increase of 2,310 from July 31, 1945.

Registrations as at August 31, 1945, by regions are shown in Table 1.

Unemployment Insurance Fund

Total Employer-Employee contributions for August amounted to \$5,351,886.81 as compared with \$5,176,202.50 in the same month last year.

Benefit payments in August this year amounted to \$684,878.97. This represents an increase of 535 per cent over benefit payments in August last year when the corresponding figure was \$107,800.17.

Of the total revenue of \$6,694,110.68 in August this year, 10.2 per cent was required for benefit payments, leaving a net increase to the fund of \$6,009,231.71 during the month.

Recognition for Outstanding Service

One of the two annual awards made by the International Association of Public Employment Services in recognition of "outstanding on-the-job performance" was won this year by Miss Mary Eadie, Supervisor of the Women's Division of the Toronto office of the Unemployment Insurance Commission.

*Material for this section is supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

Miss Eadie was selected over other Canadian nominees on the basis of three supporting criteria, namely: (1) "Extraordinary initiative over and above that required for the job, in proposing and developing methods and procedures which have resulted in substantial improvement in performance by consequent savings in manpower, time and expense. (2) The use of extraordinary methods and ini-

tiative for the purpose of securing public support in the program in which the person is engaged and the winning of such support. (3) Development and the use of unusual methods and ideas for the promotion of the employment of other special groups such as, civilian handicapped, minority groups, youth and over-age workers."

TABLE 1.—REGISTRATIONS AS AT AUGUST 31, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	11,584	199,376
Quebec.....	39,862	836,153
Ontario.....	54,347	1,056,915
Prairie.....	26,602	362,671
Pacific.....	14,648	236,473
Total for Canada.....	147,043	2,691,588

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942 TO AUGUST, 1945

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,667	13,307
April.....	2,925	3,953	6,463	8,430
May.....	2,799	2,027	4,654	8,825
June.....	4,629	1,772	3,226	10,857
July.....	2,668	1,087	3,106	10,886
August.....	1,855	1,370	3,241	20,557
September.....	1,118	1,013	3,715	
October.....	1,058	1,475	6,222	
November.....	1,748	2,896	11,798	
December.....	3,337	6,562	13,770	
Total.....	26,924	36,660	90,897	108,264

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, AUGUST, 1945

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudica- tion	Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	57	44	13	56	56	10	23
Nova Scotia.....	1,259	1,097	162	858	717	45	261
New Brunswick.....	122	87	35	109	148	45	13
Quebec.....	8,576	7,314	1,262	6,455	3,909	1,134	2,889
Ontario.....	5,344	4,710	634	4,520	3,050	349	1,540
Manitoba.....	1,394	1,097	297	1,252	852	149	342
Saskatchewan.....	299	229	70	307	238	52	49
Alberta.....	607	486	121	569	467	63	139
British Columbia.....	2,899	2,528	371	2,140	1,179	149	915
Total, Canada, August, 1945.....	20,557	17,592	2,965	16,266	10,616	2,045	6,176
Total, Canada, July, 1945.....	10,886	8,823	2,063	10,679	8,528	1,525	2,571
Total, Canada, August, 1944.....	3,241	2,620	621	3,056	2,263	698	876

TABLE 4—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of August, 1944	Month of August, 1945	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	148	773	3,694
Not capable of and not available for work.....	24	57	357
Loss of work due to a labour dispute.....	14	88	124
Refused offer of work and neglected opportunity to work.....	77	53	314
Discharged for misconduct.....	40	206	1,010
Voluntarily left employment without just cause.....	351	798	3,523
Other reasons (1).....	44	70	338
Total.....	698	2,045	9,360

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, AUGUST, 1945

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	105	54	1,844	3,475
Nova Scotia.....	1,793	815	34,356	70,814
New Brunswick.....	299	114	5,342	10,684
Quebec.....	9,105	3,031	169,722	302,084
Ontario.....	3,740	1,623	75,861	146,173
Manitoba.....	1,732	555	30,674	58,877
Saskatchewan.....	656	235	11,259	20,974
Alberta.....	1,097	445	17,809	35,754
British Columbia.....	994	355	17,493	36,736
Total, Canada, August, 1945.....	19,521	7,230	358,360	685,571
Total, Canada, July, 1945.....	18,257	7,446	317,628	602,003
Total, Canada, August, 1944.....	4,746	2,419	57,547	108,688

Average duration of unemployment compensation..... 18.4 days
 Average amount of benefit paid per person..... \$35.12
 Average amount paid per compensated day of unemployment..... \$ 1.91

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT AUGUST 31, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	490	151	641
Clerical Workers.....	1,259	1,609	2,868
Sales Workers.....	747	1,174	1,921
Service Workers.....	1,386	838	2,224
Agricultural Workers and Fishermen.....	41	8	49
Food Workers.....	75	.....	75
Textile and Clothing Workers.....	76	450	526
Loggers.....	11	.....	11
Sawmill and Wood Operators.....	100	.....	100
Printing Workers.....	38	.....	38
Shoe and Leather Workers.....	69	.....	69
Stone, Clay and Glass Workers.....	7	.....	7
Electrical Workers.....	236	.....	236
Coal Miners.....	29	.....	29
Other Miners (except coal).....	24	.....	24
Construction Workers (except carpenters).....	328	.....	328
Carpenters.....	312	.....	312
Machine Shop Workers and Operators.....	1,561	.....	1,561
Sheet Metal Workers.....	132	45	177
Foundry, Smelter and other Metal Workers.....	1,611	1,140	2,751
Miscellaneous Skilled Workers.....	2,409	1,477	3,886
Automobile and Other Mechanics.....	393	.....	393
Miscellaneous Unskilled Workers—Heavy Labour.....	2,612	.....	2,612
Miscellaneous Unskilled Workers—Light Labour.....	3,650	4,282	7,932
Totals.....	17,596	11,174	*28,770

* The above figure is exclusive of 1,085 Short-time Claimants and 22 Casual Claimants.

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT AUGUST 31, 1945

	19 and less		20-29		30-44		45-54		55-59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA....	1,183	1,224	3,262	5,391	4,479	3,274	2,738	1,011	1,468	146	4,466	128	17,596	11,174	28,770

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO AUGUST 31, 1945

Month	REVENUE							EXPENDITURE	Balance in Fund	
	CONTRIBUTIONS (Gross less refunds)									
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government	Interest on Investments and Profit of Sale of Securities			Total Revenue	Benefit Payments
Total from July 1, 1941 to Dec. 31, 1944.....	\$ 108,602,761 96	\$ 43,021,805 60	\$ 50,433,437 79	\$ 1,349,789 42	\$ 203,407,794 77	\$ 40,681,558 94	\$ 10,525,471 73	\$ 254,614,825 44	\$ 4,544,582 94	\$ 250,070,242 50
1945										
January.....	2,828,387 24	988,075 22	1,414,265 78	50,924 80	5,282,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	256,076,688 80
February.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 34	922,816 87	97,499 93	5,634,401 14	821,052 62	260,890,035 32
March.....	3,402,185 65	1,089,941 63	1,488,125 78	39,568 51	6,019,771 57	1,203,954 33	1,441,374 50	8,665,100 40	1,520,675 86	268,034,459 86
April.....	2,564,201 14	900,036 34	1,383,744 70	49,692 52	4,897,674 70	979,534 94	275,250 00	6,152,459 64	590,203 31	273,596,716 19
May.....	2,691,404 87	1,079,743 91	1,398,222 29	114,442 73	5,283,813 80	1,056,762 76	2,673,807 50	9,014,384 06	671,326 41	281,939,773 84
June.....	2,668,624 06	900,636 91	1,394,100 09	146,194 27	5,109,555 33	1,021,911 07	347,070 00	6,478,536 40	578,133 26	287,840,176 98
July.....	2,708,632 16	911,542 29	1,391,806 92	82,884 28	5,094,865 65	1,018,913 13	213,345 00	6,326,823 78	601,135 66	293,565,865 10
August.....	2,978,301 83	916,219 45	1,356,567 19	100,798 34	5,351,886 81	1,070,377 36	271,846 51	6,694,110 68	684,878 97	299,575,096 81
1945 Total.....	22,201,144 73	7,672,529 69	11,148,949 75	631,881 07	41,653,605 24	8,330,721 07	5,533,538 44	55,517,894 75	6,013,010 44	299,575,096 81
GRAND TOTAL.....	130,803,906 69	50,694,335 29	61,581,437 54	1,981,670 49	245,061,400 01	49,012,280 01	16,059,010 17	310,132,690 19	10,557,593 38	299,575,096 81

The Column "Interest on Investments and Profit on Sale of Securities" represents:—

- (a) Interest received on due dates from various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:

Arrears of contributions from Government Departments in November, 1944.....	\$ 940,000 00
Penalties.....	4,702 80
Contributions in respect of Service in the Armed Forces.....	1,033,940 47
Miscellaneous.....	3,027 22
	<u>\$ 1,981,670 49</u>

*Relationship of Employment Offices to Administration of Unemployment Insurance**

UNDER the terms of the Unemployment Insurance Act, which was placed on the statute books by Parliament in the summer of 1940, the Unemployment Insurance Commission, among other things, is required to organize and maintain a nation-wide system of free public employment offices.

Payment of claims, in all types of insurance, is contingent upon compliance with certain specified terms and conditions; unemployment insurance offers no exception to this principle. An applicant for unemployment insurance benefit, under the Canadian measure, before his claim is accepted, must establish the fact that he is available for and capable of accepting work. In the application of this statutory condition the employment service is a vital and integral part of the unemployment insurance plan.

But while the employment service is a necessary cog in the insurance machinery, its objectives are much broader than this. As directed by the Commission in its statement of policy adopted at the inception of the service, local offices of the employment service (a) endeavour to refer to suitable employment any employable resident of Canada, either male or female, of whatever calling; (b) endeavour to secure suitable applicants to fill any vacancy notified by an employer; and (c) in a general way assist wherever and however possible in alleviating an unemployment situation, or in suggesting means for the alleviation of such a condition.

Operating in accordance with these injunctions local offices give no preferential treatment in referral to jobs, to insured workers over uninsured applicants, and seek to provide for all employers equal service, regardless of the insurance status of the employment offered.

Development of the employment service during the five years of its existence, owing to the emergence of grave war-created manpower problems, followed a course which could not have been foreseen. By 1942 some 150 local Employment and Claims Offices had been opened across the Dominion and welded into a co-ordinated and efficient national chain; and when, in March of that year, National Selective Service Regulations were introduced, employment officers of these local offices were called upon to carry out the new manpower program. In September of the same year, to provide more direct and effective control, an Order-in-Council was passed which placed the staffs and premises of the Commission at the disposal of the Minister of Labour and the Commission's offices became

the field organization for National Selective Service under the title of the Employment Service and Unemployment Insurance Branch of the Department of Labour. Local offices then became known as Employment and National Selective Service Offices, and this designation continued throughout the war. Recently the offices were renamed and are now known as the National Employment Service.

Organization of National Employment Service

Head Office of the National Employment Service, located in Ottawa where it maintains close relations with other branches of government, promulgates policy and directs the work of local offices through the five regional offices at Moncton, Montreal, Toronto, Winnipeg and Vancouver. Its activities are carried on in three divisions: General Placement, Veterans' Placement, and Special Placement.

The General Placement Division deals with employment problems in all industries. It is subdivided, for administrative convenience, into five sections,—primary industries, construction and transportation, general manufacturing, merchandising and services, and women's section.

The Special Placement Division is responsible for the planning of placement work for youth and disabled and occupationally handicapped workers. Vocational counselling and occupational training also constitute a part of the work of this Division.

The Veterans' Placement Division, which co-operates closely with the various branches of the Department of Veterans Affairs, and the three armed services, gives special attention to employment problems of ex-service men and women.

Each of these Head Office Divisions has its counterpart in the five regional offices and by this integrated functional organization a complete placement service is provided for every employer and worker in the Dominion through the network of 250 local offices that stretches into all sections of the country from Halifax to Victoria, and from Southern Ontario to the Yukon Territory.

Local offices vary in size from the small unit serving a sparsely populated area, and manned by a staff of three or four, to the large multi-sectioned branch in a thickly populated,

*Third article in the series dealing with the administration of unemployment insurance in Canada. The earlier articles appeared in the August and September issues of the *LABOUR GAZETTE*.

heavily industrialized metropolitan area with satellite sub-offices and staff of more than three hundred trained employees. But regardless of size, or volume of business, all local offices have the same functions; local offices are the points of contact with the public and it is through them that workers for employers and jobs for work seekers are found. Employment activities in local offices include: registration of applicants; selection of applicants suitable for referral to prospective employers—that is, matching the worker's employment qualifications with the job specifications set out by the employer; and employer relations.

Facilities for Ex-Service Men and Women

Reference has been made to regional and Head Office Veterans' Placement Divisions. The development of special facilities for ex-service men and women is worth further mention. In each of the larger local offices across the Dominion veterans' sections have been established and manned by officers carefully selected and trained to deal with ex-service men's and women's employment and rehabilitation problems. In these units the service man may, for instance, receive information as to his right to reinstatement in his former employment, may be counselled in respect to new employment or advised in regard to training for a new occupation or refresher courses in his pre-enlistment vocation. Or if he desires it he may receive information bearing on establishment in his own business enterprise. After a veteran has been registered as an applicant for employment it is the concern of the veterans' unit to see that he is placed in a suitable job, and if necessary, to follow the course of his re-establishment in civilian life. In smaller offices, in which the volume of work does not justify installation

of veterans' units, qualified officers have been designated to carry out the work in conjunction with other duties so that the veteran may be assured complete service and sympathetic and understanding treatment in all offices of the chain.

It is the principal function of an employment office to bring together the employer seeking a worker and the worker seeking a job—by the skilful matching of registrations and orders, to promote employment transactions that result in satisfaction and advantage to both parties to the deal. In this work the National Employment Service offers to employers and workers alike the complete facilities of its nation-wide chain of offices. Through a system of clearance, employers' orders, which cannot be filled locally are advertised in distant offices, and the applicant for whom no suitable vacancies exists in his home office, may be placed in employment in another part of the country. Clearance is an important phase of employment work, especially in a period such as the present, and as this feature of the service offered by the National Employment Service becomes better known it is being used more and more freely by employers in search of skilled or highly trained employees, and workers looking for openings where special abilities will win rewards.

It is the aim of the National Employment Service, with its wide facilities, to make available to employers a better hiring service than they could provide for themselves, and, as a central exchange, to eliminate the wasteful, uneconomic and often fruitless door to door trudging of applicants in search of work. With this high aim the service believes its accomplishments will be a worth while contribution to the economic life of Canada.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike,

brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

As announced in the earlier issues, the selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B4

(October 9, 1943)

The claimant was notified of an offer of suitable employment but refused to apply for the position on the grounds that the prospec-

live employer would not pay him the wages stated in the offer—HELD: The claimant was not entitled to anticipate that the prospective employer would not pay him the wages offered; the claimant, therefore, neglected to avail himself of an opportunity of suitable employment.

The material facts of the case are as follows:

The claimant is a single man aged 56 years whose home is in Calgary. He was employed as a carpenter at Suffield and was laid off in February, 1943, owing to a shortage of work. Employment as a carpenter was offered him at Medicine Hat which is evidenced by the claimant's written statement: "When we were through we were offered a job at Medicine Hat. There was no accommodation for us there, so we could not go."

The Local Office Manager at Medicine Hat reported that the claimant had been given and had accepted short-time notice as provided under the National Selective Service Regulations and was offered work at a Prisoner-of-War Camp, but refused the same saying he wished to return to Calgary, although he had been notified by the resident engineer at Suffield that no work was available in Calgary.

The Medicine Hat Local Office had Clearance Orders for one hundred carpenters and therefore there was no reason why any of these men could not have been employed in the district.

The Local Manager further advised that living accommodation was available in close proximity to the city and that there was a bus service operating to and fro. The bus fare was 20 cents a day which compares favourably with the fare for Calgary bus service.

The Union rate of wages in Medicine Hat and district was 90 cents an hour for carpenters.

The Insurance Officer referred the claim to a Court of Referees which, in a majority judgment, disallowed the claim, giving as their reasons that the claimant had neglected to avail himself of an opportunity of suitable employment. The dissenting member of the Court gave as his opinion that the employment notified to the claimant at Medicine Hat was not suitable for the following reasons:

- (i) That the rate of pay was below what the claimant had been receiving at Suffield and below the rate prevailing in Calgary.
- (ii) As a Calgary resident the claimant was justified, on the Suffield job being finished, in returning to his home district.
- (iii) That he was satisfied on the evidence that had the claimant accepted the job

at Medicine Hat, his cost of living would have been considerably more than that while employed at Suffield.

From this decision, the union of which the claimant is a member appealed to the Umpire.

The union and the Unemployment Insurance Commission were represented.

DECISION

The Umpire decided that the claim should be disallowed and gave as his reasons that:

Upon completion of his job, the claimant—as well as other men—was offered, in accordance with the Selective Service Regulations, further employment at Medicine Hat; he refused it and, although he knew that he would not find any employment there, he returned to his home in Calgary and claimed benefit under the terms of the Unemployment Insurance Act.

The union representative admitted that the prevailing wage of 90 cents at Medicine Hat for first class carpenters, and the claimant is one of them, was fair and reasonable and that the claimant, had he known that fact, would and should have immediately accepted the offer of employment.

The facts declared were:

- (1) Medicine Hat is in the same district as Suffield, where the claimant had worked for several months.
- (2) Medicine Hat is within thirty miles of Suffield.
- (3) Workers were transferred from one place to another and frequently visited both places.
- (4) The undertaking at Medicine Hat, where the claimant was offered work, was under government control and similar to the undertaking which had just been completed at Suffield.
- (5) The Selective Service Officials and Agencies had widely advertised throughout the West the conditions of employment at Medicine Hat.
- (6) The claimant could most easily have secured from Suffield or at Medicine Hat all the required information. As a matter of fact, the claimant and his companions were offered every opportunity to secure additional information concerning the new job of employment: telephone, transportation, etc., but they refused to avail themselves of this offer.

In view of these facts, the Umpire was compelled to decide that the claimant, under the

circumstances, must have known or ought to have known that the wages offered at Medicine Hat, to first class carpenters were at the rate of 90 cents per hour and that, accordingly, he should have accepted this offer of suitable employment.

He refused to avail himself of suitable employment because he wanted to return to Calgary. As a matter of fact, he so stated to the officials at Suffield, upon his refusal.

It would seem that the claimant and his companions so acted on account of certain difficulties which then existed between labour organizations and the contractors at Medicine Hat.

This factor cannot be considered. The issue must be determined upon the assumption that the employer would have respected his agreement concerning wages paid to first class carpenters, to wit, 90 cents per hour or that he would have been forced to do so by the proper authorities and that, in any case, the employee would have been paid his just wage.

CU-B10

(December 23, 1943)

The claimant voluntarily left her employment, giving as her reason that she was receiving less wages than in her former employment. Neither her former employment nor her present employment was in her usual occupation, and at the time she left her employment she was receiving higher wages than in her usual occupation—HELD: The claimant did not have just cause for leaving her employment voluntarily.

The material facts of the case are as follows:

The claimant, a single woman aged 35 years, was employed as an aircraft repair helper from the 3rd of August, 1942, until the 27th November, 1942, and was then unemployed until the 15th of December, when she was employed as a machine operator at 40 cents an hour with a machine company. On the 6th of March, 1943, her work having been completed, she was transferred to the shipping department. On the 15th of April she left her employment and she filed a claim on the 29th of April. She gave as her reason for separation that "the contract job finished, I was transferred to the shipping department at \$21.50 per month, less wages." The employer stated that the claimant "resigned of her own accord, claiming insufficient wages" and that she did not object to the remuneration received, nor to the reduction of her salary, nor was she promised any increase within a reasonable time after she had accepted the employment in the shipping department.

The Insurance Officer disallowed the claim on the grounds that she had voluntarily left her employment and had failed to show just cause for so doing.

The claimant appealed from this decision to a Court of Referees and on the 29th of July, 1943, the Court unanimously upheld the decision of the Insurance Officer.

From this decision the claimant (with the consent of the Chairman of the Court) appealed to the Umpire.

DECISION

The Umpire decided that the claim should be disallowed on the grounds that the claimant had voluntarily left her employment without just cause, and gave as his reasons that:

The only reason which the claimant has offered for leaving her employment was that her wages were less than those she received in her former employment as machine operator. The standard of wages which a claimant is entitled to expect is established by the wages which are habitually obtained in his or her employment.

An examination of the claimant's employment record should indicate the usual employment and the remuneration received under such usual employment. The record in this case shows that the claimant had been employed in England as clerk in a jewellery store for four years and as a cashier and supervisor of a ladies' specialty store for a period of two and one-half years.

On coming to Canada, the claimant became manageress and cashier in a beauty salon, continuing in this employment for five and one-half years at a salary of \$16.00 per week. For three and one-half months she was employed as a worker at a steel plant at a salary of approximately \$17.25 per week. She became employed as a machine operator at a machine company, which employment she retained for a period of two and one-half months at a salary of approximately \$21.00 per week.

The claimant was then transferred to another department of the same company and became employed for one and one-half months at a salary of approximately \$17.00 per week.

It would appear that the claimant had many occupations. The only one which she retained for any substantial length of time was that of manageress and cashier of the beauty salon. Following a British decision, it would appear that she has not established herself in one of the other occupations for a sufficient length of time so that it can be deemed to be "usual" occupation.

It is also to be noted that when this claimant reported to the Employment and Selective Service Office, she registered as an office clerk or cashier. The claimant's usual occupation is that of manageress and cashier at a salary of \$16.00 per week.

It is clear that the claimant's employment in the shipping department of the machine company was not her usual occupation. It is also clear that the wages she received in the shipping department were not lower but on the contrary were higher than those of her usual employment. This being the case, the conditions as set out in Section 31, under which a claimant shall not be deemed to have failed to fulfil the third statutory condition are not fulfilled. As the remuneration received by the claimant when employed in the shipping department was greater than that which she had habitually obtained in her usual employment, in the absence of other allegations of unsuitability the employment was suitable.

CU-B11

(April 28, 1943)

The claimant voluntarily left her employment as an operator in a tobacco factory on the grounds that the smell of tobacco injuriously affected her health, but failed to produce medical evidence of her contention—HELD: The burden of proving that the claimant had just cause for voluntarily leaving her employment rests with her. As the claimant failed to produce satisfactory proof, she must be regarded as having voluntarily left her employment without just cause.

The material facts of the case are as follows:

The claimant, a single woman aged 32 years, was employed as an operator in a tobacco factory.

She commenced her employment on the 3rd day of November, 1942 and left her em-

ployment on the 19th of the same month, her wages being 17 cents per hour.

The reasons given by her for separating from her employment was that the smell of the tobacco injuriously affected her health. She was asked to produce evidence to substantiate this fact but on calling at the local office the claimant stated that it was impossible for her to produce a medical certificate because she had not consulted a doctor. The evidence further indicates that the claimant was expecting to obtain other employment at another city to which place she went shortly after leaving her employment. She commenced work with another company on January 3, 1944.

The claim was disallowed by the Insurance Officer on the grounds that the claimant had voluntarily left her employment without just cause.

The claimant appealed from this decision to a Court of Referees which, in a majority decision, upheld the decision of the Insurance Officer and disqualified the claimant under Section 43 (c) of the Act for voluntarily leaving her employment without just cause.

From this decision the claimant appealed to the Umpire.

DECISION

The Umpire decided that the claim should be disallowed and gave as his reasons that:

In considering cases of voluntarily leaving employment on account of its effect on health, it is desirable that some proof be given of a satisfactory nature showing that the working conditions adversely affect persons claiming benefit. In the present instance, no proof of any kind has been submitted showing that the claimant's health was injuriously affected by her employment.

Employment and Unemployment

Summary

R EPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment in Canada.

The employment situation at the beginning of August, 1945, as reported by employers.—Industrial employment generally in the Dominion showed a contraction at the beginning of August. According to the Dominion Bureau of Statistics, it was the first decline indicated at midsummer in the years since 1938, although prior to that the tendency had been downward in seven of the years since 1920.

The index of employment (1926 average=100) at August 1 was 175.0, as compared with 175.5 at July 1, 1945, and 184.3 at August 1, 1944.

The Bureau's survey was tabulated from statements submitted by 15,439 establishments. The latter reported releasing 5,891 workers, thus reducing their staffs by 0.3 per cent to 1,787,952 at the beginning of August.

There was a recession of 13,400 persons in plants manufacturing durable goods. Of these, over 12,000 were let out by the iron and steel industries. There was also a falling-off of some 5,350 workers in chemical plants, but vegetable foods and some other classes showed improvement. Among the non-manufacturing industries decreases occurred in logging, mining and trade. On the other hand, improvement was shown in services, transportation, communications and construction. The last named recorded the greatest increase—more than 8,600.

The per capita earnings in the nine leading industries stood at \$32.20 at August 1, as compared with \$32.37 at July 1, 1945 and \$31.66 at August 1, 1944.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit increased sharply in August, the number being 20,557, as compared with 10,886 in July, 1945 and 3,241 in August, 1944.

Report on employment conditions, September, 1945.—During this period of reconversion, the emphasis is swiftly changing from the problem of providing manpower for Cana-

dian industries to the task of finding jobs for workers. The need for 157,437 workers at September 20 is slightly higher than the demand for 156,530 reported at August 23, one month earlier. The marked seasonal increase in the requirements of the logging industry accounts for this high level of total demand, as other industries show a definite slackening in their manpower requirements. The supply of available workers, as indicated by the number of unplaced applicants registered at employment offices, rose rapidly during the past month, and at September 21, totalled 123,013, as compared with 83,179 at August 24.

Applications for Employment; Vacancies, and Placements, August, 1945.—Reports received from the National Employment Offices of the Unemployment Insurance Commission during the four-week period August 3 to August 30, 1945, showed a very slight increase when compared with the previous five weeks and a moderate decrease in comparison with the five weeks July 28 to August 31, 1944, this computation being based on the average number of placements recorded daily. Under the first comparison agriculture and construction showed appreciable gains and forestry and logging a very slight increase but all other industrial groups recorded declines, the only noteworthy decrease being in services. When compared with the five-week period a year ago, fishing, hunting and trapping remained unchanged, and the gains in construction, forestry and logging, mining and public utilities were offset by losses in all other industrial divisions, the most pronounced decline being in manufacturing. During the period under review there were 203,348 vacancies reported, 194,587 applications for employment and 109,564 placements effected in regular and casual employment.

Unemployment in Trade Unions.—The percentage of unemployment among trade union members decreased slightly at 0.5 at the close of the quarter ended June 30. At the end of the previous quarter the percentage was 0.7 and at the end of June, 1944, was 0.3.

The June, 1945, figure was based on reports received from 2,238 local labour organizations, having a total membership of 414,150.

Total employment in Canada.—A preliminary estimate of Canada's total manpower distribution made by the Research and Statistics Branch of the Department of Labour indicates that at April 1, 1945, 4,296,000 persons

14 years of age and over were gainfully occupied, of whom 3,246,000 were in non-agricultural industry, including 901,000 in war industry. In addition there were 762,000 persons in the Armed Forces.

The Employment Situation at the Beginning of August, 1945, as Reported by Employers

INDUSTRIAL employment generally in the Dominion showed a contraction at the beginning of August; this was the first decline indicated at midsummer in the years since 1938, although previously the tendency at August 1 had been downward in seven of the years since 1920. The 15,439 establishments participating in the Dominion Bureau of Statistics' latest survey of employment and payrolls reported the release of 5,891 workers, reducing their staffs by 0.3 per cent to 1,787,952 at the beginning of August. The shrinkage took place largely in manufacturing, in which there were important losses of a contra-seasonal character, some 16,100 workers being laid off by the co-operating factories. The movement in the non-manufacturing division as a whole was upward, notably in construction, but the expansion therein was not sufficient to offset the contraction in manufacturing. On the whole, however, the gains in the non-manufacturing groups approxima-

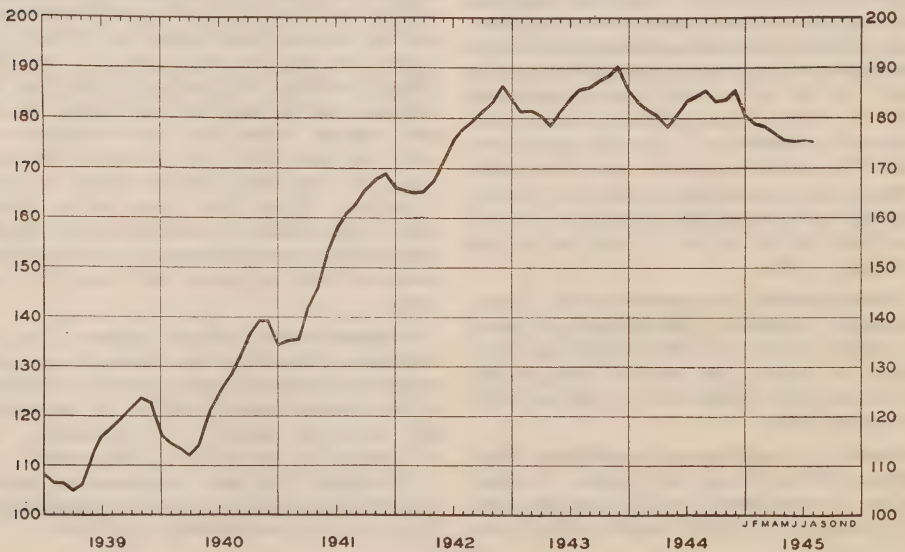
ted, or rather exceeded the average in the experience of pre-war years.

Within the manufacturing division, there was a considerable recession in the production of durable manufactured goods, from which more than 13,400 persons were released by the reporting employers; of these, over 12,000 were let out by the iron and steel industries. In the production of non-durable goods, the general loss exceeded 3,500; in this category, there was a falling-off of some 5,350 workers in chemical plants, but vegetable foods and some other classes showed improvement. The trend was also favourable in central electric stations, which combine with the durable and the non-durable goods industries to form the total of manufactures as used in these reports.

Among the non-manufacturing industries, logging reported a reduction which was below-average for the time of year. Decreases were also indicated in mining and trade, that in the former being contra-seasonal in character. On

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



the other hand, improvement was shown in services, transportation, communications and construction. The greatest increase was that of more than 8,600 workers in construction, in which the gain approximated the average at the time of year.

Based on the 1926 average as 100, the index of employment at August 1, was 175.0, as compared with 175.5 at July 1, 1945, and 184.3 at August 1, 1944. The latest index is the lowest since that for June 1, 1942, but exceeds by almost 49 per cent the August 1, 1939, index of 117.5. For the seventh consecutive month there was a reduction in the seasonally-adjusted index, which stood at 170.3, as compared with 172.2 at July 1.

Payrolls

The amounts expended in salaries and wages by the establishments furnishing statistics

in the eight leading industries at August 1, aggregated \$57,478,047, giving an average of \$32.15 per employee. At July 1, the sum of \$57,977,540 had been disbursed by these employers, a per capita figure of \$32.32. The average at August 1, 1944, had been \$31.63, while those at August 1 of 1943 and 1942 had been \$31.06 and \$28.62, respectively. The moderate decline in the average earnings at the date under review was due in part to holidays, to curtailment in the amount of overtime worked, and to the fact that the largest reductions in employment took place in the heavy manufacturing industries where the earnings tend to be above average, while among the industries showing expansion, the additions were generally of lower-paid workers. In the last 12 months, there have been declines of 3.5 per cent in the index of payrolls, and of five per cent in the index of

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision).

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.67
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.2	32.88
July 1.....	114.9	144.5	32.32	123.3	156.3	32.94
Aug. 1.....	114.6	143.2	32.15	121.5	153.4	32.83

employment, but the average weekly earnings of the persons in recorded employment have risen by 1.6 per cent.

If the statistics for financial institutions are added to those given for the eight leading industries, the latest survey indicates a total

of 1,855,271 persons in recorded employment, as compared with 1,860,960 at the beginning of July. The aggregate weekly payroll in the nine leading industries, (namely, manufacturing, logging, mining, communications, transportation, construction and maintenance,

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at August 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together With Index Numbers of Employment and Payrolls as at August 1 and July 1, 1945, with Comparative Figures for August 1, 1944, where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Aug. 1, 1945	Aggregate Weekly Payrolls at Aug. 1, 1945	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Aug. 1, 1945	July 1, 1945	Aug. 1, 1944	Aug. 1, 1945	July 1, 1945	Aug. 1, 1944	Aug. 1, 1945	July 1, 1945	Aug. 1, 1944
(a) PROVINCES		\$	\$	\$							
Maritime Provinces	135,422	4,154,095	30.68	30.99	30.09	115.7	116.6	121.9	162.6	165.5	168.2
Prince Edward Island.....	2,636	67,400	25.57	26.45	26.09	119.4	120.3	128.9	144.3	150.4	159.3
Nova Scotia.....	80,969	2,554,167	31.54	32.14	31.44	114.9	116.0	119.5	161.0	165.4	167.3
New Brunswick.....	51,817	1,532,528	29.58	29.42	28.27	117.3	117.9	125.9	166.2	166.2	170.5
Quebec	542,257	16,820,073	31.02	30.87	29.76	112.6	115.6	125.7	149.9	149.4	156.4
Ontario	737,158	24,097,759	32.69	32.87	32.69	110.3	111.5	114.7	133.0	135.2	138.3
Prairie Provinces	204,164	6,530,479	31.99	32.77	31.49	115.0	112.7	118.2	140.0	140.6	141.8
Manitoba.....	93,321	2,974,802	31.88	32.60	30.90	113.3	111.4	116.7	136.1	136.9	136.0
Saskatchewan.....	41,584	1,267,662	30.48	31.32	30.12	113.3	110.4	116.2	138.1	137.2	139.3
Alberta.....	69,259	2,288,015	33.04	33.88	33.09	118.1	115.8	121.4	147.3	148.0	151.4
British Columbia	168,951	5,875,641	34.78	35.07	34.67	133.5	133.7	137.7	164.2	165.8	168.9
CANADA	1,787,952	57,478,047	32.15	32.32	31.63	114.6	114.9	120.7	143.2	144.5	148.4
(b) CITIES											
Montreal.....	266,589	8,553,990	32.09	31.92	30.96	121.8	123.4	132.0	153.4	154.7	160.1
Quebec City.....	32,461	964,994	29.73	29.12	29.91	135.3	138.9	164.5	191.9	193.1	237.6
Toronto.....	238,791	7,864,484	32.93	33.09	32.24	117.8	121.9	128.7	144.5	150.2	154.4
Ottawa.....	21,078	595,625	28.26	28.42	28.04	105.4	107.2	113.2	128.9	131.9	137.2
Hamilton.....	57,164	1,905,773	33.34	33.11	33.00	107.2	109.4	112.2	129.7	131.5	134.6
Windsor.....	36,902	1,428,048	38.70	39.60	43.63	116.5	116.1	126.0	119.3	121.7	144.5
Winnipeg.....	59,396	1,726,686	29.07	29.71	28.45	114.6	113.7	119.1	131.4	133.3	133.6
Vancouver.....	83,539	2,856,729	34.20	33.66	34.07	163.0	164.1	167.4	210.7	208.7	216.9
Halifax.....	24,682	740,049	29.98	30.39	28.77	141.6	143.4	136.6	186.4	191.0	167.7
Saint John.....	12,327	365,964	29.69	29.99	28.86	117.6	121.3	128.2	164.0	171.1	176.7
Sherbrooke.....	9,210	240,383	26.10	26.38	24.87	104.6	104.2	106.1	130.2	131.2	125.3
Three Rivers.....	10,218	300,001	29.36	28.46	28.26	128.0	132.9	129.2	147.4	148.2	146.6
Kitchener-Waterloo.....	17,078	509,271	29.82	29.88	29.17	114.7	114.0	108.0	150.0	149.1	138.8
London.....	21,453	652,846	30.43	30.14	29.49	120.7	119.9	121.4	145.6	143.3	144.8
Fort William-Port Arthur.....	14,652	542,242	37.01	36.57	37.80	104.0	104.1	117.5	143.8	142.2	163.7
Regina.....	9,823	271,512	27.64	27.84	27.21	108.5	111.1	115.4	130.6	134.8	129.4
Saskatoon.....	6,562	172,200	26.24	26.23	26.21	131.8	128.3	126.2	157.0	152.8	145.1
Calgary.....	17,988	564,674	31.39	31.89	30.71	116.9	116.5	119.2	137.8	139.6	141.6
Edmonton.....	17,263	506,253	29.33	29.49	29.33	127.3	124.8	137.6	154.1	152.0	165.9
Victoria.....	15,283	487,596	31.90	32.27	33.20	181.0	179.2	171.9	231.3	231.5	227.2
(c) INDUSTRIES											
Manufacturing	1,071,857	35,185,419	32.83	32.94	32.38	121.5	123.3	133.9	153.4	156.3	166.8
Durable Goods ¹	551,341	19,765,570	35.85	36.02	35.34	129.2	132.4	151.0	165.4	170.2	190.6
Non-Durable Goods.....	500,020	14,665,533	29.33	29.33	28.52	114.5	115.3	118.7	141.4	142.5	142.4
Electric Light and Power.....	20,496	754,316	36.80	36.83	37.04	107.3	102.9	99.5	122.2	117.4	114.4
Logging.....	55,319	1,497,529	27.07	27.57	27.15	116.7	116.6	98.3	157.5	161.6	134.3
Mining.....	68,229	2,656,452	38.93	39.31	38.04	81.8	82.7	87.5	101.0	103.1	105.6
Communications.....	32,644	1,017,047	31.16	31.11	30.53	125.3	122.1	116.2	144.2	140.4	131.0
Transportation.....	165,107	6,337,240	38.38	38.68	36.69	129.4	127.8	126.2	154.6	154.0	145.0
Construction and Maintenance.....	152,990	4,573,530	29.91	30.52	28.85	85.8	81.0	89.2	112.6	109.8	113.0
Services.....	62,737	1,037,802	19.68	19.71	19.11	123.6	122.2	121.7	152.1	150.6	142.5
Trade.....	189,129	5,173,028	27.35	27.19	26.54	109.3	109.7	103.1	127.2	126.8	117.3
Eight Leading Industries	1,787,952	57,478,047	32.15	32.32	31.63	114.6	114.9	120.7	143.2	144.5	148.4
Finance.....	67,319	2,258,201	33.54	33.70	32.65	112.0	111.6	108.6	130.3	130.5	123.2
Total—Nine Leading Industries	1,855,271	59,736,248	32.20	32.37	31.66	114.5	114.8	120.3	142.7	143.9	147.4

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

services, trade and finance), was \$59,736,248, as compared with \$60,239,399 in the preceding period of observation. The average earnings fell from \$32.37 at July 1, to \$32.20 at the date under review, as compared with \$31.66 at August 1, 1944, and \$31.08 at August 1, 1943.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons as at July 1, 1945, and August 1, 1944. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1941.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table I indicates that since June 1, 1941, when current data on payrolls first became available, the number of persons in recorded employment in the eight

leading industrial groups has shown an increase of 14.6 per cent, while the aggregate weekly payrolls of these workers are higher by 43.2 per cent. Including finance, the gain in employment from June 1, 1941, to August 1, 1945, amounted to 14.5 per cent, and that in payrolls, to 42.7 per cent. The explanation previously given for the much greater rise in the salaries and wages than in the numbers employed may again be stated:—(1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944, and (3) the progressive upgrading of employees as they gained experience in their work. In a great many cases, higher wage-rates have also been granted.

It may again be pointed out that the influence of the war has brought about particularly marked expansion in employment and payrolls in factories, in which the rate of

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Aug. 1, 1929.....	127.8	127.5	.....	.....	.....	121.3	128.0	144.8	.....	.....	.....	122.7
Aug. 1, 1930.....	115.8	140.9	.....	.....	.....	114.7	115.7	126.2	.....	.....	.....	115.8
Aug. 1, 1931.....	105.2	106.8	.....	.....	.....	102.4	100.7	129.1	.....	.....	.....	98.0
Aug. 1, 1932.....	86.3	90.1	.....	.....	.....	84.4	89.9	90.1	.....	.....	.....	81.4
Aug. 1, 1933.....	87.1	93.0	.....	.....	.....	84.8	89.6	90.5	.....	.....	.....	87.3
Aug. 1, 1934.....	99.9	101.3	.....	.....	.....	94.9	106.0	93.0	.....	.....	.....	97.6
Aug. 1, 1935.....	101.1	106.7	.....	.....	.....	97.2	102.4	98.7	.....	.....	.....	106.8
Aug. 1, 1936.....	105.6	113.9	.....	.....	.....	101.3	107.1	103.9	.....	.....	.....	107.9
Aug. 1, 1937.....	120.0	134.3	82.5	131.5	140.8	120.8	122.2	105.6	99.0	118.8	107.1	116.9
Aug. 1, 1938.....	112.1	112.6	99.2	118.3	106.6	117.8	111.2	104.9	97.3	116.1	109.2	107.1
Aug. 1, 1939.....	117.5	115.6	111.0	124.2	105.4	126.4	114.2	109.4	99.4	123.5	115.6	117.0
Aug. 1, 1940.....	127.9	124.5	110.6	135.5	111.9	130.6	132.8	114.9	106.9	119.7	123.9	119.0
Aug. 1, 1941.....	160.6	164.2	134.6	184.5	140.7	167.6	166.3	135.6	130.9	134.2	143.8	146.6
Aug. 1, 1942.....	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.0	175.3
Aug. 1, 1943.....	185.9	194.6	120.9	224.9	160.7	200.9	184.9	145.1	140.4	138.8	156.4	195.8
Aug. 1, 1944.....	184.3	185.8	138.0	200.7	169.8	197.7	185.0	151.6	145.5	148.1	163.3	185.7
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Feb. 1, 1945.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Mar. 1, 1945.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
Apr. 1, 1945.....	176.9	180.5	121.0	192.3	169.2	185.2	183.0	141.2	137.3	132.2	153.2	173.0
May 1, 1945.....	175.5	183.1	113.9	196.7	170.1	184.9	180.1	139.3	135.2	132.0	150.3	172.4
June 1, 1945.....	175.3	181.0	121.8	191.9	170.7	184.3	178.9	141.8	137.6	136.5	151.6	175.5
July 1, 1945.....	175.5	177.7	128.8	194.7	159.0	181.9	179.8	144.6	138.9	140.7	155.7	180.4
Aug. 1, 1945.....	175.0	176.4	127.9	192.9	158.2	181.6	177.9	147.5	141.3	144.4	158.9	180.1
Relative Weight of Employment by Provinces and Economic Areas as at August 1, 1945	100.0	7.6	.2	4.5	2.9	30.3	41.2	11.4	5.2	2.3	3.9	9.5

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	August 1, 1945	July 1, 1945	August 1, 1944	August 1, 1940
Manufacturing	59.9	204.1	207.2	225.0	134.4
Animal products—edible.....	2.6	224.0	224.5	239.1	156.6
Fur and products.....	.2	140.4	143.1	123.6	119.0
Leather and products.....	1.6	139.8	139.6	136.4	116.3
Boots and shoes.....	1.0	129.2	129.2	126.3	116.6
Lumber and products.....	4.0	130.4	129.8	131.3	106.3
Rough and dressed lumber.....	2.2	110.5	110.6	110.0	103.2
Furniture.....	.7	130.4	128.8	129.3	94.5
Other lumber products.....	1.1	206.0	203.5	213.2	127.2
Musical instruments.....	.03	29.3	28.0	28.4	64.3
Plant products—edible.....	3.2	176.0	159.8	170.1	134.7
Pulp and paper products.....	5.1	146.3	145.2	138.9	120.5
Pulp and paper.....	2.3	134.8	132.8	128.0	116.5
Paper products.....	.9	218.0	218.9	206.7	144.7
Printing and publishing.....	1.9	137.6	137.0	130.3	117.6
Rubber products.....	1.3	181.3	181.0	163.6	110.9
Textile products.....	7.5	154.4	157.4	153.2	142.1
Thread, yarn and cloth.....	2.7	157.8	157.8	157.3	158.1
Cotton yarn and cloth.....	1.2	107.8	107.4	110.5	123.3
Woolen yarn and cloth.....	.7	168.3	170.6	167.9	173.5
Artificial silk and silk goods.....	.6	611.0	615.3	602.4	400.5
Hosiery and knit goods.....	1.2	144.3	146.6	143.2	135.1
Garments and personal furnishings.....	2.7	153.5	159.6	150.4	134.7
Other textile products.....	.9	164.1	166.3	165.1	127.2
Tobacco.....	.5	113.3	122.0	123.4	103.3
Beverages.....	.8	266.4	265.7	258.8	182.6
Chemicals and allied products.....	3.1	430.9	472.5	608.6	205.3
Clay, glass and stone products.....	.9	144.7	141.7	136.9	112.8
Electric light and power.....	1.1	160.8	154.2	149.2	144.2
Electrical apparatus.....	2.4	285.6	291.3	322.8	156.1
Iron and steel products.....	20.9	273.3	282.1	326.8	132.2
Crude, rolled and forged products.....	1.9	241.3	243.4	250.1	169.2
Machinery (other than vehicles).....	1.3	215.0	216.4	222.9	145.4
Agricultural implements.....	.7	145.4	144.7	128.8	82.4
Land vehicles and Aircraft.....	8.4	235.6	244.1	302.1	110.8
Automobiles and parts.....	2.3	272.5	277.4	294.7	139.5
Steel shipbuilding and repairing.....	3.4	1,212.4	1,252.8	1,412.7	277.2
Heating appliances.....	.3	178.8	189.2	168.0	125.5
Iron and steel fabrication (n.e.s.).....	.9	257.5	259.6	291.5	159.4
Foundry and machine shop products.....	.5	226.9	228.8	230.7	141.9
Other iron and steel products.....	3.5	289.9	307.2	374.3	147.3
Non-ferrous metal products.....	2.7	358.0	345.8	435.7	197.9
Non-metallic mineral products.....	1.0	224.7	225.5	221.2	176.5
Miscellaneous.....	1.0	324.0	339.2	373.6	151.0
Logging	3.1	183.2	184.6	155.6	112.2
Mining	3.8	144.9	146.5	155.1	168.1
Coal.....	1.4	90.2	91.6	98.0	87.3
Metallic ores.....	1.7	244.9	246.9	268.6	351.6
Non-metallic minerals (except coal).....	.7	178.5	179.8	181.3	158.0
Communications	1.8	121.8	115.7	112.9	90.9
Telegraphs.....	.4	133.4	130.8	133.0	108.6
Telephones.....	1.4	118.3	115.1	107.4	86.1
Transportation	9.2	127.8	126.3	125.2	94.8
Street railways and cartage.....	2.8	195.2	192.7	188.7	135.7
Steam railways.....	5.0	110.0	107.7	107.7	82.7
Shipping and stevedoring.....	1.4	115.4	117.8	117.3	95.7
Construction and Maintenance	8.6	119.3	112.6	124.5	114.3
Building.....	2.6	103.0	98.5	94.3	97.8
Highway.....	3.5	156.9	146.6	185.6	162.5
Railway.....	2.5	101.7	96.0	98.9	85.7
Services	3.0	211.3	208.9	207.9	155.4
Hotels and restaurants.....	2.0	214.1	210.3	209.9	154.6
Personal (chiefly laundries).....	1.0	206.0	206.3	204.5	156.8
Trade	10.6	171.4	172.0	161.7	141.4
Retail.....	7.7	176.3	177.8	167.4	145.9
Wholesale.....	2.9	159.8	157.8	147.3	129.8
Eight Leading Industries	100.0	175.0	175.5	184.3	127.9
Finance.....		130.0	129.6	126.1	114.1
Banks and Trust Companies.....		133.5	133.2	130.3	108.3
Brokerage and Stock Market Operations.....		192.7	190.9	146.1	164.1
Insurance.....		121.7	121.3	119.4	113.6
Nine Leading Industries		172.8	173.3	181.5	127.2

¹ The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

acceleration in the period of observation has been decidedly greater than in the non-manufacturing industries; despite recent losses, the index of employment in manufacturing has risen by 21.5 per cent from June 1, 1941, to August 1, 1945, and that of payrolls had advanced by 53.4 per cent proportions decidedly exceeding the gains of 12.3 per cent in employment and 29.6 per cent in payrolls indicated in the non-manufacturing industries taken as a unit. The factors already mentioned as affecting the general trends have had an even greater effect in the case of manufacturing.

In regard to the marked variations in the average earnings of workers in the different

industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Report on Employment Conditions, September, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

DURING this transition period, the trend of the labour situation in Canada is swiftly changing from the problem of providing manpower for hard-pressed industries to the task of finding jobs for workers. While the overall demand for workers continues high, a decline is apparent in the labour requirements of all industries except mining and logging. The need for workers in the logging industry almost doubled during the month. At September 20, the manpower requirements of Canadian industries (excluding agriculture) as measured by the number of unfilled vacancies¹ totalled 157,437 (114,938 males and 42,499 females) as compared with the need for 156,430 workers at August 23, four weeks earlier. Considerable slackening is evident in the manpower requirements since September 21, 1944, when 193,739 workers were needed. During the month under review there was a sharp drop in the labour requirements of the Quebec Region, but this was offset by substantial increases in the manpower needs of the Maritime, Ontario and Prairie Regions. As a result of the sharply increased

demand for loggers, the need for male labour rose by 2,402 during the month; female labour requirements showed a decline of 1,495 during this same period. Table 1 shows Unfilled Vacancies by main industry group and by sex, as at September 20, with absolute and percentage changes in total demand during the past month.

The steadily mounting number of unplaced applicants² showed an increase of almost 40,000 during the four weeks under review. At September 21, there were 123,013 applicants (92,411 males and 30,602 females) as compared with 83,179 one month earlier. Due to lay-offs from war plants and the demobilization of service personnel, the number of male applicants registered in employment offices rose sharply, showing an increase of 35 per cent during the past month. While the number of female applicants also rose, the rate of increase was only moderate.

With a more generous supply of labour available, the chief task of the employment offices now is to persuade applicants to accept the jobs available. One of the main difficulties is that a large proportion of the vacancies are in unskilled occupations, while many of the workers now re-entering the labour market are skilled or semi-skilled. Workers who have mastered one repetitive operation in a war plant frequently have not acquired general proficiency in their crafts, and are therefore difficult to place. In order to prevent the waste of time and the annoyance of having

¹ *Unfilled Vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated.

² *Unplaced Applicants* are the number of Unreferred Applicants plus Unconfirmed Referrals. *Unreferred Applicants* are those who have not been referred to specific jobs as at the date indicated. *Unconfirmed Referrals* are applicants who have been referred but whose placement has not been confirmed.

unsuitable persons referred to jobs, employment offices are instituting a screening process for clerical and skilled trades, whereby appli-

cants must show that they have certain minimum qualifications before they are directed to a position.

Labour Demand in A and B Priority Industries

Sixty-one per cent of the total vacancies reported at September 20 were in high priority industries, where 96,241 workers were required; this was 1,005 less than the number needed at August 23, four weeks earlier. In the Maritime, Ontario, and Prairie regions there was an increase in labour demand during the month, whereas the Quebec Region showed a marked decrease in manpower requirements, chiefly in high priority manufacturing industries.

Mining

The labour needs of the mining and primary smelting industries showed a net increase of 257 during the four-week period under review, to total 5,281 at September 20. While those industries which had been engaged mainly in war production are slackening their requirements, others are increasing their labour demands in order to resume peacetime production levels. The manpower requirements of the iron and steel industry dropped sharply during the month, and, for the present, the labour needs of the nickel industry have been satisfied. On the other hand, there was an increase of 538 in the number of vacancies reported in the gold mines, bringing total labour requirements in this industry to 1,252 at September 20; copper mining also showed a substantial increase in labour demand. The shortage of qualified coal miners remains critical, with 2,074 required at September 20; the situation is most serious in the Maritime Region, where the lifting of the freeze order has resulted in a marked increase in the number of separations; ex-servicemen, who constitute the only potential source of supply, are reluctant to return to the mines.

Manufacturing

Manpower requirements in the high priority manufacturing industries dropped sharply during the month, as workers released from war plants and returning servicemen accepted employment in civilian industries. During the four-week period from August 23 to September 20, manpower requirements in the essential manufacturing group dropped from 42,484 to 35,003; the Quebec Region accounted for 73 per cent of this decrease. Due to cutbacks and cancellations of war contracts there was a sharp reduction in the labour requirements of the four industries engaged exclusively in

the manufacture of war supplies (Aircraft and Parts, Shipbuilding and Repairs, Mechanical Transport and Armoured Fighting Vehicles, and Guns and Ammunition); demand in this group dropped from 4,912 at August 23 to 2,525 at September 20. The needs of the shipbuilding industry remain high, especially in the Maritime ports, where considerable repair and refitting work is in progress.

Food Processing—Although there is still a heavy demand for workers in the highly seasonal food processing industries, a marked improvement in the labour situation was apparent at September 20. The need for 8,759 workers (5,020 males and 3,739 females) at that date was 744 less than the number required at August 23. Workers released from war plants and discharged servicemen have helped to alleviate the manpower shortage in the meat packing industry; during the month, labour requirements dropped from 2,953 to 2,282. The seasonal increase in activity in the canning and preserving industry brought the requirements of this group to 4,400 at September 20, as compared with 3,893 a month earlier.

Textiles and Products—The labour situation in the long understaffed textile industries showed some improvement during the four weeks under review, when the number of vacancies decreased from 8,489 at August 23 to 7,569 at September 20. While there is still a heavy demand for workers in both primary and secondary plants, this improvement in the labour situation is largely due to the efforts of the local employment offices. Special advertising campaigns have been carried on, and placement officers are interviewing employees who have submitted their resignations, in an attempt to reduce the number of separations. As the supply of available labour increases, more workers are showing willingness to accept employment in the textile industry. In the cotton textile mills, labour demand showed a marked improvement during the past four weeks; at September 20, there was a need for 1,241 and 656 workers in Quebec and Ontario respectively, as compared with 1,559 and 963 four weeks earlier. A slight easing in the situation is apparent in the woollen and worsted, and knitting mills, and in establishments manufacturing women's and misses' outerwear. The labour requirements of firms manufacturing men's and boys' clothing are showing a substantial increase as the need for civilian clothing for returning servicemen be-

TABLE I—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT SEPTEMBER 20, 1945

(excluding Agriculture)

Industry	Male	Female	Total	Change from August 23, 1945	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	6,933	3	6,936	+4,267	+159.9
Lumber.....	8,333	18	8,351	+3,357	+ 67.6
Other Logging.....	798	2	800	+ 14	+ 1.8
Total.....	16,064	23	16,087	+7,648	+ 90.6
Mining and Manufacturing—					
Coal Mining.....	2,073	1	2,074	+ 210	+ 11.3
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	293	34	327	- 360	- 52.4
Nickel.....	2	—	2	- 70	- 97.2
Other Base Metals.....	1,121	9	1,130	+ 13	+ 1.2
Other Mining and Oil Producing.....	1,739	9	1,748	+ 464	+ 36.1
Aircraft and Parts.....	419	98	517	-1,224	- 70.3
Shipbuilding and Repairs.....	1,024	16	1,040	- 144	- 12.2
Guns and Ammunition.....	377	60	437	- 720	- 62.2
Mechanical Transport and Armoured Fighting Vehicles.....	482	49	531	- 299	- 36.0
Secondary Metal Industries (excluding Machinery and Equipment).....	3,045	300	3,345	-1,350	- 28.8
Electrical Machinery and Equipment.....	476	225	701	- 427	- 37.9
Other Machinery and Equipment.....	2,715	161	2,876	- 270	- 8.6
Chemicals and Non-Metallics.....	1,867	333	2,200	- 802	- 26.7
Food Processing.....	5,020	3,739	8,759	- 744	- 7.8
Textiles and Products.....	2,692	4,877	7,569	- 920	- 10.8
Wood Products.....	3,557	162	3,719	- 240	- 6.1
Pulp and Paper.....	573	152	725	- 155	- 17.6
Rubber and Leather.....	965	814	1,779	- 203	- 10.2
Other Manufacturing.....	522	278	800	+ 18	+ 2.3
Total.....	28,967	11,317	40,284	-7,224	- 15.2
Construction.....	10,769	62	10,831	- 470	- 4.2
Transportation.....	8,270	223	8,493	- 605	- 6.6
Other Public Utilities.....	1,648	618	2,266	+ 517	+ 29.6
Public and Professional Service.....	3,140	3,039	6,179	+ 216	+ 3.6
Trade, Finance and Other Service.....	4,509	7,592	12,101	-1,087	- 8.2
Total A and B Priority Industries.....	73,367	22,874	96,241	-1,095	- 1.0
C and D Priority Industries—					
Logging.....	8,980	12	8,992	+4,016	+ 80.7
Mining.....	1,839	8	1,847	+ 778	+ 72.8
Manufacturing.....	7,990	10,786	18,776	- 679	- 3.5
Construction.....	8,256	34	8,290	-1,991	- 19.4
Public Utilities.....	751	25	776	+ 4	+ 0.5
Trade.....	5,708	3,581	9,289	- 136	- 1.5
Finance and Insurance.....	1,401	490	1,891	- 135	- 6.7
Service.....	6,646	4,689	11,335	+ 55	+ 0.5
Total C and D Priority Industries.....	41,571	19,625	61,196	+1,912	+ 3.2
GRAND TOTAL.....	114,938	42,499	157,437	+ 907	+ 0.6

TABLE II—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 21, 1945

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,726	368	2,094	4,042	504	4,546
Clerical Workers.....	1,920	4,493	6,413	6,665	6,643	13,308
Sales Workers.....	2,418	1,945	4,363	3,896	3,245	7,141
Service Workers.....	5,192	11,769	16,961	5,539	4,236	9,775
Fishermen.....	40	—	40	66	—	66
Skilled and Semiskilled Workers.....	56,783	9,354	66,137	35,142	6,133	41,275
Textile and Clothing Workers.....	1,730	7,101	8,831	467	1,522	1,989
Loggers.....	22,856	—	22,856	1,357	—	1,357
Miners.....	2,684	—	2,684	422	—	422
Construction Workers.....	10,246	—	10,246	4,840	—	4,840
Metalworkers.....	3,870	173	4,043	10,238	1,760	11,998
Other Skilled and Semiskilled Workers.....	15,397	2,080	17,477	17,818	2,851	20,669
Unskilled Workers.....	44,349	13,347	57,696	37,061	9,841	46,902
Total.....	112,428	41,276	153,704	92,411	30,602	123,013

comes more urgent; at September 20 there were 647 and 536 workers required in Quebec and Ontario respectively.

Construction

The urgent need for military hospitals and homes for veterans, together with long delayed private construction projects and repair work, is keeping the manpower requirements of the construction industry at a high level. At September 20 there were 10,831 vacancies reported in the high priority construction industry, slightly fewer than the number of workers required one month earlier. While there was a considerable decrease in demand in Quebec and Ontario, this decline was largely offset by increases in the Prairie and Pacific Regions. At present an acute shortage of building materials is delaying some projects, but with more labour available to factories producing these supplies, the situation can be expected to right itself within a few months. Indications are that, in spite of these shortages, the government's objective of 50,000 housing units will be attained within twelve months of V-E Day, and may even be surpassed. The government is discouraging the construction of less essential buildings, by exercising a strict control on the permit system, and is delaying much of its own post-war construction until men and materials are more plentiful. Through the efforts of the Industrial Selection and Release Committees skilled construction workers are being released from the armed services. As work in shipyards, war plants and military establishments is further curtailed many more skilled tradesmen, especially carpenters, will become available to the construction industry.

Transportation

The labour needs of the transportation industry showed a slight decline during the period under review; at September 20, there were 8,493 workers required, as compared with 9,098 one month earlier. As in previous months, the requirements of the steam railways consti-

tuted more than half the total demand in this industry group. The need for truck drivers, auto mechanics and other workers associated with highway traffic remained at a fairly high level; but discharged servicemen are showing a willingness to accept this type of work.

Trade, Finance and Service

The labour situation in the trade, finance and service groups eased slightly during the month. The need for workers in wholesale and retail establishments declined somewhat, and, with the summer season over, there is a definite slackening in the labour requirements of hotels and restaurants. The Quebec Region reports that unemployed women are now more willing to accept work in these establishments, and, to a lesser degree, domestic work; in other regions the same tight situation obtains with regard to this type of employment. At September 20 there were 18,280 vacancies in trade, finance and service industries; the number of female workers (10,631) required showed a decrease of 871 in the four weeks since August 23.

Logging (All Priorities)

Labour demand in the logging industry almost doubled in the four weeks under review, to total 25,079 at September 20. Two-thirds of this demand was in high priority logging. Considerable difficulty was experienced in maintaining the relatively small summer crews, and the problem of obtaining adequate reinforcements for the winter season is causing much concern. It is estimated that at least 50,000 additional bushworkers will be required this winter. No great improvement in supply is expected until agricultural workers are released for off-season employment. An intensive campaign is under way to enlist as many farmers as possible for bushwork. Discharged service personnel constitute another potential source of supply, but many of those experienced in logging are reluctant to return to this type of work, and, in spite of the offers made by logging companies to train new workers, few applicants are available.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Offices of the Dominion Employment Service across Canada. The report covers employment conditions during the month ended September 22, 1945.

Maritime Region

Agriculture—While grain harvesting was completed two weeks earlier than usual, crops in all sections were below normal owing to

an extended period of dry weather. The co-operation of the armed forces has contributed materially to the filling of demands for farm labour. About 400 civilians and 126 soldiers released on farm leave have been transferred to Carleton and Victoria counties to assist in the potato picking, and further manpower needs will be met without difficulty; so far, Prince Edward Island's labour requirements for this harvest have been met by the despatch of members of the armed forces. Enough men are available to take care of the apple harvest

in the Annapolis Valley, which has been almost a complete failure this year.

Logging—Although operations will be limited until after the termination of the harvesting, preparations for extensive activities are well under way, and the placing of orders is on the increase. While there has as yet been no easing of the prevailing manpower shortage, it is anticipated that a greater number of bushworkers will be available this year than last season.

Coal Mining—In spite of the fact that the collieries have their full complement of datal labour, they are continually handicapped by the shortage of experienced miners. In the Sydney area, where production is still low, 550 certificated workmen are needed; in the vicinity of Minto, also, underground operations are seriously hampered by the lack of skilled men. Every effort is being made to retain soldier-miners now on the payrolls, and to secure the release of others through the Industrial Selection and Release Committee.

Manufacturing—Lay-offs have continued throughout the past month. At Amherst, the Canadian Car and Foundry Company is steadily decreasing its staff, which now numbers only 241 employees in all. Cancellation of war contracts has resulted in the release of 400 men and women from one Liverpool plant and 200 from another. The closing of the Maritime Steel and Foundries' shell shop at New Glasgow affected 100 men. The majority of the unskilled workers among 126 men laid off from the McLennan Foundry's shell manufacturing shop at Campbellton have been placed locally. Activity in Maritime shipyards has lessened appreciably; while some skilled workers are required in Halifax, little semi-skilled or unskilled labour is being engaged at present. Building and re-fitting of craft is being hastened to ensure completion before the freeze-up; ship repair plants in the vicinity of Sydney have released about 60 workmen during the past fortnight.

Throughout the region the demand for heavy labour is continually heavy. Textile plants, too, are persistent in their call for both men and women, and food and fish processing factories are short of the workers needed at this busy season.

Construction—While skilled artisans and labourers alike are in short supply everywhere, no really serious shortage is apparent. The Halifax office reports that unskilled workmen for the Camp Hill Hospital are hard to obtain; bricklayers in particular are in great demand.

Ex-Servicemen—A large number of discharged men are being reinstated in their prewar positions; most local offices report

that suitable employment is easily found for applicants. It is expected that many men will take advantage of training facilities offered.

Quebec Region

Agriculture—Despite unusually wet weather, the harvest is practically completed; farmers are engaged in Fall ploughing and many farm workers are seeking seasonal employment in the logging camps and other industries. The picking of an exceptionally large blueberry crop in the Lake St. John area was abruptly terminated by an early frost at the beginning of September, and the thousands of men thus released have been relieving the manpower shortage in other local industries.

The movement of potato pickers to the state of Maine has been successfully carried out. More than 4,000 persons have crossed the American border to help with this harvest, which will probably continue for another two or three weeks.

Logging—As yet the labour supply is far from adequate to meet the mounting demand, but an easier manpower market is anticipated before the end of the current year. Already 400 recruiting permits have been issued, and a campaign is under way to place more men in the woods than at any previous time. Approximately 11,000 bushmen will be needed to fill the orders of companies operating in the Lake St. John area. South of the St. Lawrence, too, a number of logging camps have already opened; it is hoped that their far from adequate labour supply will be supplemented when the harvesting is over.

Mining—There has been little improvement in the manpower situation of base metal and gold mines in northern Quebec. The labour shortage is aggravated by the fact that housing accommodation in the mining towns is at a premium; no relief is anticipated until this lack of living quarters can be rectified.

Manufacturing—While lay-offs from war plants have slackened appreciably during the past month, staff reductions are still in progress throughout the region. Lay-offs are continuing at the Quebec arsenals as well as at the shipyards in that city and adjacent Levis; war industries at Sorel are experiencing similar staff reductions.

Although heavy labour is more plentiful than for some time past, foundry operations are still handicapped by a persistent shortage of skilled tradesmen. Several firms, busy with postwar plans, will shortly be in the market for many additional employees. In the Montreal area, fifteen industrial plants now under construction will provide work for 2,500 people.

To date, reconversion projects in many establishments have been hampered by a shortage of materials required for the manufacture of essential civilian goods.

In the Montreal area, as in other industrial centres, the labour shortage in textile mills, clothing manufacturers' establishments and allied industries shows little sign of abatement. One large company at Drummondville, advised of the expiry of its wartime permit for the employment of women on the night shift, has increased its orders for youths between 18 and 23 years of age from 400 to 800; unfortunately, neither can these young men be procured locally nor is housing accommodation available at present for more than a fraction of the number if brought from outside. Measures are being taken to speed up the local building program, in order to provide the necessary living facilities.

Construction—While labourers are in somewhat more plentiful supply, the shortage of skilled building tradesmen continues to be acute, and will not be alleviated until cold weather halts small residential construction now under way. A residential construction survey made recently indicates a steady increase in the number of building permits issued. Contracts for veterans' homes totalling \$2,300,000 have been let in Montreal, and it is estimated that this project will provide dwellings for some 2,300 persons.

Ex-Servicemen—The accelerated discharge of members of the armed forces has placed an added burden on veterans' placement officers throughout the region. This branch of the National Employment Service is rapidly being expanded to cope with the situation. The consensus of local office report indicates that placements are being satisfactorily maintained.

Ontario Region

Agriculture—As the season advances, calls for farm workers are confined for the most part to orders for dairy and mixed farming labour, which are difficult to meet by the referral of men with the necessary agricultural knowledge.

While threshing is being speedily completed, and silo filling and Fall ploughing are in progress, corn cutting and the planting of Fall wheat have been delayed in some areas by dry weather. The Burleigh tobacco crop, now being cut, is expected to be below average; flue-cured tobacco has been harvested and the workers have left the fields. Although many Farm Commandos are assisting with the gathering of fruit on the Niagara peninsula, there is still an urgent call for more men and women in that district. Helpers will also

be needed for the sugar beet harvest, to commence in early October.

Canneries—Ontario canning factories, busy with the corn and tomato packs, are urgent in their call for workers. One large plant at New Toronto, which has already engaged all the part-time workers who can be handled, is still far short of its requirements for full-time men and women helpers. At Dunnville, it has been found necessary to secure permission for the employment of about 50 female high school students; an additional 60 women, as well as more men, are needed to handle tomato and peach processing in the St. Catharines area. The Wallaceburg office reports that its efforts to secure local housewives to meet the call for 100 night workers are meeting with little success. In Leamington, too, women are urgently needed for the next two weeks; the requisite number of men for the canneries have been procured by means of issuing temporary permits to strikers from nearby Windsor.

Logging—In all parts of northern Ontario the demand for woodworkers mounts steadily. Although many more loggers are available than at any time during the past four years, outstanding orders show approximately 7,000 vacancies; a recruiting campaign on a regional scale is being considered as a means of relieving this shortage. The Pembroke office reports outstanding orders for 629 loggers. The Timmins office, advising that at least 2,500 bushmen can be used in that district, anticipates little improvement in the labour situation until farm workers are free to enter the logging camps. At Sault Ste. Marie several hundred experienced pulpcutters are needed, and Kirkland Lake has 300 vacancies.

Mining—The mines are benefiting by the easier manpower market. From August 24 to September 20, there were 1,241 applicants for employment referred to mining operations, more than 800 of them to the Timmins area. Since September 1, too, approximately 200 miners from Sudbury have been transferred to the more northerly fields. In spite of this temporary easing of the labour situation, experienced men for development work are still in short supply.

Manufacturing—While high priority demands for labour are substantially lower than at this time a year ago, existing vacancies in Ontario factories still far exceed the workers available. During the last four months the over-all demand for skilled metal workers has decreased somewhat, but there is a continuingly urgent call for heavy labour in foundries and similar establishments, in such centres as Kitchener, Guelph, Galt, Brantford, New

Toronto, Owen Sound, Peterborough and Trenton.

Throughout the province, many industrial establishments are busy with reconversion from war to peacetime production. Orders for workers of all kinds are being placed with the Hamilton office, while at Niagara Falls employees released from war plants are being readily absorbed in other production. A number of large manufacturers now reverting to civilian output are holding their vacancies for the reinstatement of former employees who have been serving with the armed forces. While there are a considerable number unemployed in the Oshawa area, as soon as the local automobile factory is in a position to expand its staff all feeder plants in the district will follow suit. The industrial dispute between the Ford Company and the Windsor U.A.W.-C.I.O. 200 has made it necessary for a number of local firms to curtail operations, with the resultant lay-off of approximately 675 workers for an indefinite period. The Holmes Foundry at Sarnia has also been forced to close as a result of the Ford strike; however, the majority of the 375 workmen affected have been placed in construction or stevedoring jobs on temporary permits.

Referrals to the textile plants and kindred industries are being well maintained. Plans for plant expansion and the opening of new factories in various centres are resulting in a more insistent call for workers for these industries. Rubber manufacturers are also calling for women employees, as well as young men to train as pressmen.

Construction—Although there is still a strong demand for bricklayers, carpenters and labourers, the general labour situation has improved. The only Wartime Housing projects now handicapped by lack of manpower are those at Ottawa, Owen Sound, Peterborough and Toronto; hold-ups in the Veterans' building program are attributable to lack of materials rather than manpower. The shortage of workers in the brickyards has been alleviated somewhat; 190 prisoners of war are now engaged in the manufacture of this urgently needed building product.

Ex-Servicemen—While men recently released from the armed forces seem reluctant to accept the type of heavy labour for which their services are in demand, current placement figures show that 70 per cent of discharged service personnel are being placed within a month of their application for employment.

Prairie Region

Agriculture—In spite of the favourable progress of harvesting operations during the

early part of the month, recent inclement weather has seriously handicapped Prairie farmers, with the result that only about 75 per cent of the grain has been threshed. The supply of harvest help presently exceeds the demand, but a few days of dry weather will undoubtedly bring a renewed call for workers.

It is not anticipated that labour requirements for the four-week period of the beet harvesting will be hard to meet. As a rule, these workers are drawn from farmers and their assistants living in the beet-raising areas.

Logging—Throughout the region the call for woodworkers is still insistent. Unfilled vacancies for loggers and pulpcutters in the Fort Frances area total approximately 900 to 1,000 men. In the Port Arthur section new camps are being prepared for the Winter's operations and employers are seeking many bushmen. The Winnipeg office, too, reports a rapid increase in orders, and states that experienced bushmen released from harvesting duties are being readily absorbed.

Farther west, the Edmonton office has more than 100 orders for local bushworkers, in addition to a further 200 for camps in the vicinity of Prince George and Kamloops; few applicants will be available until after the end of the harvest. In the Blairmore area, too, calls for loggers and mine prop cutters continues urgent.

Coal Mining—In spite of the lifting of the "freeze" order, the manpower situation has improved somewhat during the past month. However, the easier labour market is confined for the most part to general labour, and certificated miners are still in great demand. While two collieries in the Edson area ceased production on August 31, other local operations are short of skilled and unskilled workmen. The lack of housing accommodation is hampering the placement of surface labourers and certificated miners still greatly needed in the domestic collieries at Saunders, Alexo and Brazeau.

Base Metal Mining—The influx of ex-servicemen seeking permanent employment has materially reduced labour requirements in the Flin Flon area. In the vicinity of Port Arthur, however, a minimum of 200 physically fit men are needed immediately to meet the demands of the gold mines; dewatering and development work now proceeding on other properties will double these requirements in a few months' time.

Manufacturing—The need for heavy labour is still the outstanding manpower requirement. While orders for Winnipeg packing plants have been fairly well met, and the placement of local men and service personnel has taken care of Calgary establishments, the

manpower demands of packinghouses in Saskatoon and Edmonton are hard to satisfy; the Moose Jaw office also reports outstanding orders for 134 workers. Firms engaged in the manufacture of urgently needed building materials are also suffering from a lack of heavy labour.

In Winnipeg the demand for workers in the textile plants and allied industries continues to exceed the supply. Robust women are needed for general factory jobs in the city's paper bag and building products factories, and in the tanneries. In Calgary, too, there is a shortage of skilled artisans and apprentices for the production of household furniture.

Construction—There has been little assestment of the general shortage of building labour. In the Port Arthur area, 170 labourers are needed, as well as additional carpenters and bricklayers to work on several large construction projects in the district. In Regina, orders are on file for 57 carpenters and 225 labourers. Lethbridge, Calgary and Edmonton also report a continuing increase in the demand for skilled and general labour alike.

Ex-Servicemen—With few exceptions, local offices report that the placement of men discharged from the armed forces is progressing favourably. On the whole, released service personnel are either being readily absorbed into their former employment, placed in shortstaffed industries, or enrolled for university or vocational training.

Pacific Region

Agriculture—While the demand for dairy farm workers continues to exceed the supply, lay-offs from war industries on the lower mainland have lightened the farmers' general labour problems; many women thus released have responded to the appeal for seasonal harvest workers. It is believed that sufficient labour is available for the potato harvesting now under way in the Fraser Valley. Orchardists in the Kelowna district are well supplied with pickers wherever suitable housing accommodation is provided; in the Creston area the schools have been closed in order that students may assist in the apple picking. In the Okanagan valley, apple harvesting has been delayed by rain, and considerable loss of fruit is feared if the wet weather should continue.

Logging—Adequate labour reinforcements still present a problem; experienced bushmen in particular are most difficult to obtain, and as yet very few have taken advantage of the Loggers Association's offer to train inexperienced men. The Victoria office reports that while applications from service personnel wishing to obtain leave in order to enter the

industry are increasing, the majority of these men have not the necessary experience.

In the interior, few applicants are available to meet the heavy demand for loggers and pit-prop cutters in the Kamloops area; two operators at Fernie have applied for soldier loggers to meet a serious shortage of bushmen. Farther north, camps in the Prince George district are operating with only skeleton crews; there is no likelihood of their clearance orders being filled until the Prairie harvest is over.

Sawmills—While the mills in the metropolitan areas are well staffed, outside operations are mostly shorthanded. The demand is less for highly skilled workmen than for semi-skilled and unskilled labour. In New Westminster orders remain at the same level, with a persisting shortage of heavy labour; while the lifting of the "freeze" order has affected some smaller mills, there has been no great loss of workers. All sawmills in the northerly Prince George area are carrying on with skeleton crews, practically every operation lacking adequate numbers of general labourers as well as skilled tradesmen. One local company has been forced to curtail production, and another has advised the Prince George office of its intention to close down on September 22, owing to the manpower shortage.

Coal Mining—On the whole, the labour needs of the collieries are less pressing than earlier in the season. However, in the Crow's Nest Pass area there has been no diminution in manpower demands, for underground labour especially.

Base Metal Mining—Miners are in continuing demand. One mining and smelting company at Cranbrooke is calling for about 100 underground workers and 20 general labourers, and another at Copper Mountain is in the market for additional miners and muckers, of whom few are available. The gold mines, too, are desirous of improving their labour position, but as yet few applicants are available to meet the needs of these operations which, so seriously undermanned during the past few years, are anxious to start production as soon as possible.

Manufacturing—Except in Vancouver foundries, and the fruit packing houses and canneries of the Okanagan, there is no urgent call for additional labour. The lay-offs of shipbuilding workers, while slowing down considerably, continue at the Vancouver and Victoria yards; at Prince Rupert, however, construction on hand will provide employment until well into 1946.

Construction—The general labour situation is easier than for some time past. While

highly skilled carpenters and joiners are still needed, the manpower requirements for most of Vancouver's urgent construction projects have been met; in the vicinity of Victoria, too, except for a continuing call for certain types of mechanics, orders have been filled by the placement of men released from the shipyards.

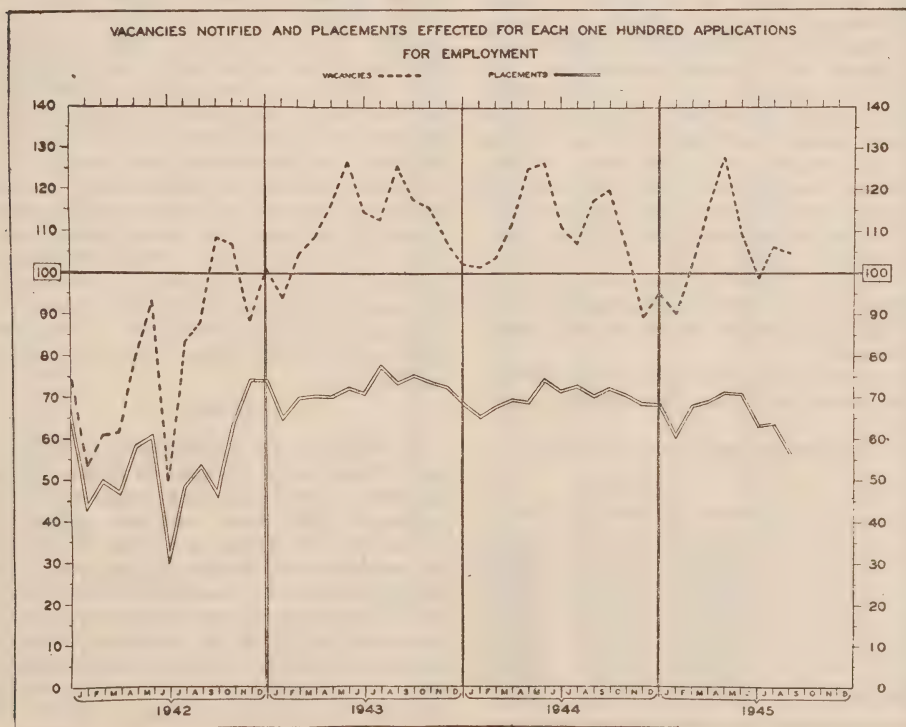
Ex-Servicemen—Applications for employment are increasing monthly. A definite upward trend is noted in applications from ex-service personnel who did not have pre-war residence in the province. Not many women members of the armed forces are being discharged at this time, and those seeking work are readily placed.

Applications for Employment; Vacancies, and Placements; August, 1945

DURING the four-week period August 3 to August 30, 1945, reports received from the National Employment Offices of the Unemployment Insurance Commission showed an increase of .4 per cent in the average daily placements effected when compared with the period June 29 to August 3, 1945, and a loss of 10.1 per cent in comparison with the five weeks July 28 to August 31, 1944. Under the first comparison, the only noteworthy changes were moderate increases in agriculture and construction and decreases in services, public utilities and trade. In comparison with the five-week period ending August 31, 1944, the losses shown in manufacturing, services, trade, agriculture and finance and insurance offset the appreciable increases in

construction and forestry and logging and moderate inclines in mining and public utilities.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications took downward courses. The ratio of vacancies to each 100 applications, during the period under review, was 104.5 in contrast with 106.4 during the previous five weeks and 117.3 during the five-week period July 28 to August 31, 1944. The ratio of placements to each



100 applications was 56.3 during the four weeks ending August 30, compared with 63.9 during the five weeks June 29 to August 2, 1945, and 70.3 during the five-week period a year ago.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the four weeks August 3 to August 30, 1945, was 8,841 in comparison with 7,893 in the preceding five weeks and 8,838 during the five weeks July 28 to August 31, 1944. The average number of applications for employment received daily during the period under review was 8,460 compared with 7,416 in the previous period and 7,534 during the five weeks ending August 31, a year ago. The average number of placements made daily by the offices during the five weeks ending August 30, 1945, was 4,764 of which 4,620 were in regular employment and 144 in work of one week's duration or less, in comparison with a daily average of 4,742 during the previous five weeks. Placements during the five-week period ending August 31, 1944, averaged 5,304 daily, consisting of 5,174 in regular employment and 130 in casual work.

During the four weeks August 3 to August 30, 1945, the offices referred 156,143 persons to vacancies and effected a total of 109,564 placements. Of these, the placements in regular employment were 106,267, of which 87,863 were of males and 18,404 of females, while placements in casual work totalled 3,297. The number of vacancies reported by employers was 153,245 for males and 50,103 for females, a total of 203,348, while applications for work numbered 194,587, of which 153,104 were from males and 41,483 from females. Reports for the five weeks June 29 to August 2, 1945, showed 228,890 positions available, 215,073 applications made and 137,510 placements effected, while in the five weeks July 28 to August 31, 1944, there were recorded 265,146 vacancies, 226,032 applications for work and 159,117 placements in regular and casual employment.

The following table gives placements effected by the offices, each year, from January, 1935, to date:—

YEAR	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945 (35 weeks).....	1,005,473	31,141	1,036,614

Nova Scotia and Prince Edward Island

During the four weeks ending August 30, 1945, the daily average of positions offered through Employment Offices in Nova Scotia and Prince Edward Island was 282, compared with 290 in the previous period and 280 during the five weeks ending August 31, 1944. There was a daily average of 183 placements in comparison with 206 in the preceding period and 196 during the five weeks terminating August 31 last year. The decrease in the daily average of placements from the period ending August 31 a year ago was due to declines in services, trade and agriculture, as except for a nominal loss in finance and insurance, all other groups showed improvement, the most important being a moderate gain in public utilities operation. Placements by industries included: manufacturing 1,349; services 779; construction 701; public utilities operation 701; trade 616 and mining 135. Regular placements numbered 3,459 of men and 858 of women.

New Brunswick

The demand for workers on a daily average as indicated by orders listed at Employment Offices in New Brunswick during the period under review, was 219 in contrast with 217 during the five weeks ending August 2, and 237 in the period terminating August 31 a year ago. Placements were fewer under both comparisons, the daily average being 124 during the four weeks under review, in comparison with 147 in the previous period and 150 during the five weeks terminating August 31, 1944. All industrial groups, with the exception of a moderate gain in public utilities operation and a nominal increase in construction, recorded declines in placements from the period ending August 31 last year, the largest being in services and manufacturing. Placements by industrial division numbered: manufacturing 819; public utilities operation 528; construction 477; services 473 and trade 457. There were 2,372 men and 583 women placed in regular employment.

Quebec

Opportunities for employment at Employment Offices in the Province of Quebec during the four weeks terminating August 30, 1945, numbered 2,199 daily compared with 2,195 in the previous period and 2,453 during the five weeks ending August 31 last year. The average number of placements effected daily was 1,138 during the period under review, in contrast with 1,191 in the preceding five weeks and 1,378 during the period ending August 31, 1944. A substantial decrease in manufacturing followed by a fairly large loss in services and

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
AUGUST 3 TO AUGUST 30, 1945

Office	Vacancies				Applicants		
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	444	279	538	397	304		384
Charlottetown.....	259	218	365	262	176		349
Summerside.....	185	61	173	135	128		35
Nova Scotia	6,321	5,888	5,947	5,402	4,013	63	3,686
Amherst.....	164	58	174	241	177		345
Bridgewater.....	90	36	141	51	39		75
Dartmouth.....	196	132	158	107	90		53
Dieby.....	129	160	71	57	34		56
Glace Bay.....	274	271	385	196	186	1	282
Halifax.....	2,244	3,382	1,833	1,899	1,284	1	636
Inverness.....	26	5	38	27	24		22
Kentville.....	526	526	156	139	100		125
Liverpool.....	143	142	99	97	87		36
New Glasgow.....	801	112	972	890	733	34	957
North Waterford.....	107	348	87	51	41		78
Pictou.....	93	26	135	83	73		94
Springhill.....	238	30	262	242	220	1	121
Sydney.....	31	14	49	34	22		30
Sydney Mines.....	677	182	755	711	493	26	487
Truro.....	78	84	154	84	69		113
Yarmouth.....	278	286	318	325	188		107
Yarmouth Shelburne.....	226	144	160	163	153		69
New Brunswick	5,261	4,392	5,094	4,057	2,955	29	2,417
Bathurst.....	285	230	232	168	111		122
Campbellton.....	175	144	498	159	104	8	283
Edmundston.....	606	442	205	196	194		64
Fredericton.....	303	214	265	244	173		84
Minto.....	288	169	170	171	163		39
Moncton.....	1,441	1,576	1,523	1,284	801	19	889
Newcastle.....	78	55	79	66	55		73
Sait John.....	1,541	1,046	1,793	1,491	1,117	2	701
St. Stephen.....	166	214	116	111	86		45
Sussex.....	132	69	123	117	101		50
Woodstock.....	246	243	90	50	50		67
Quebec	52,765	54,536	62,986	42,908	27,242	76	39,589
Acton Vale.....	33	132	49	49	43		33
Asbestos.....	140	134	157	142	109		93
Beau St. Paul.....	129	76	145	103	107	1	44
Beauharnois.....	184	244	216	179	177	4	43
Buckingham.....	207	178	404	206	142		259
Campbell's Bay.....	22	49	50	30	22		17
Causansal.....	171	363	203	174	124		102
Chandler.....	4	9	83	20	8		85
Chicoutimi.....	1,044	677	1,141	1,021	697	1	829
Coaticook.....	659	78	711	593	703		19
Cowansville.....	154	96	129	113	113		24
Dolbeau.....	1,473	1,796	132	97	100		25
Drummondville.....	590	551	695	595	429		368
East Angus.....	62	15	236	110	60		84
Farnham.....	93	70	77	67	55		25
Granby.....	367	281	544	334	238		163
Hull.....	835	396	974	717	591		537
Joliette.....	562	567	643	465	230		254
Jonquiere.....	242	85	601	395	192		547
Lachine.....	899	605	876	785	628		338
Lachute.....	239	148	490	242	177		120
La Malbaie.....	375	395	122	123	63		103
La Tuque.....	563	97	568	551	534		122
Levis.....	504	332	1,015	454	393		777
Longueuil.....	996	664	822	390	322		426
Louiseville.....	164	104	270	160	119		94
Magog.....	157	74	167	172	107		114
Matane.....	343	329	511	466	535	3	79
Megantic.....	655	107	652	617	605		25
Mont Laurier.....	319	206	137	131	123		29
Montmagny.....	242	75	490	210	154	28	246
Montmorency.....	214	88	344	226	165		227
Montreal.....	24,774	34,015	27,284	18,991	8,874	11	18,755
Plessisville.....	120	90	124	88	74		65
Pointe aux Trembles.....	369	239	459	402	294		154
Port Alfred.....	188	108	199	170	142		134
Quebec.....	2,841	1,808	4,984	2,599	1,841		5,778
Richmond.....	71	75	109	62	38		42
Rimouski.....	415	512	417	225	210		321
Riviere du Loup.....	42	117	79	12	9		158
Roberval.....	260	303	339	335	251		75
Rouyn.....	720	916	806	810	518		185
Ste. Agathe.....	363	260	256	247	227		28

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
JUNE 29 TO AUGUST 2, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Cons.							
Ste. Anne de Bellevue.....	129	53	226	185	141		57
Ste. Therese.....	399	407	346	321	232		107
St. Georges de Beauce.....	231	250	140	46	42		90
St. Hyacinthe.....	362	681	466	281	205	1	214
St. Jean.....	497	365	904	591	375		199
St. Jerome.....	506	201	421	340	274		150
St. Joseph d'Alma.....	391	134	364	319	283		125
St. Paul l'Ermite.....	62	40	110	74	117		38
Shawinigan Falls.....	210	91	477	271	133		742
Sherbrooke.....	984	607	1,248	932	602	27	490
Sorel.....	433	214	1,130	412	293		525
Thetford Mines.....	1,200	187	1,501	1,340	1,161		24
Three Rivers.....	1,027	414	2,240	880	649		2,240
Val d'Or.....	706	462	864	711	690		145
Valleyfield.....	909	842	1,151	557	342		688
Verdun.....	1,553	1,949	2,354	1,490	926		1,440
Victoriaville.....	332	181	364	277	234		139
Ontario	87,521	67,562	70,971	62,116	44,045	820	27,484
Arnprior.....	116	271	113	105	92		15
Barrie.....	385	249	463	410		12	138
Belleville.....	665	376	606	627	376		305
Braclbridge.....	284	120	265	215	201		36
Brampton.....	306	420	202	166	154		47
Brantford.....	1,610	1,105	1,337	1,293	876	6	376
Brockville.....	293	89	291	311	226		50
Carleton Place.....	95	108	78	78	66		24
Chatham.....	531	509	508	509	284	9	234
Cobourg.....	80	48	96	75	76		14
Collingwood.....	166	101	181	126	100		75
Cornwall.....	869	231	1,234	815	695	15	295
Dunnville.....	255	66	85	64	48		17
Fergus.....	47	75	79	60	39		14
Fort Erie.....	135	181	205	102	77		115
Fort Frances.....	269	380	203	172	152		47
Fort William.....	1,432	1,432	1,194	1,101	840	1	652
Galt.....	685	989	431	421	250	6	140
Gananoque.....	49	27	55	63	50		22
Goderich.....	137	101	97	67	59		37
Guelph.....	753	634	582	647	433		138
Hamilton.....	5,684	5,320	4,707	4,494	2,767	63	1,718
Hawkesbury.....	81	47	228	56	33		122
Ingersoll.....	121	73	86	72	48	2	19
Kapuskasing.....	1,164	785	156	156	149		30
Kenora.....	626	486	138	71	65		68
Kingston.....	1,063	703	838	1,110	619		263
Kirkland Lake.....	903	616	1,096	708	518	10	235
Kitchener Waterloo.....	2,325	1,686	957	984	764	48	106
Leamington.....	351	161	245	227	190		47
Lindsay.....	164	99	146	148	106		50
Listowel.....	112	110	99	93	75		20
London.....	3,021	1,978	2,882	2,626	1,349	122	901
Midland.....	398	288	272	325	248		129
Napance.....	110	61	104	96	89		22
Newmarket.....	116	114	141	94	69		39
New Toronto.....	2,584	1,628	1,690	1,255	960		559
Niagara Falls.....	939	578	805	866	616		321
North Bay.....	1,428	1,160	726	474	584	15	120
Orangeville.....	120	54	84	81	79		9
Orillia.....	209	293	250	216	147		94
Oshawa.....	828	740	2,231	698	488	2	2,587
Ottawa.....	4,776	2,355	4,614	3,774	2,563	1	647
Owen Sound.....	588	418	451	454	331		107
Paris.....	88	140	48	53	30		13
Parry Sound.....	106	69	295	109	98		109
Pembroke.....	848	268	534	467	786		147
Perth.....	263	186	205	206	163	2	42
Peterborough.....	705	556	742	815	576		213
Pictou.....	216	108	104	72	71		38
Port Arthur.....	3,058	4,561	1,463	1,347	927		766
Port Colborne.....	332	213	285	228	223		81
Port Hope.....	209	184	69	65	67		21
Prescott.....	143	92	158	114	93		19
Renfrew.....	248	159	132	132	112	2	64
St. Catharines.....	1,520	1,031	1,335	1,253	970		837
St. Thomas.....	1,454	910	1,057	1,120	939	12	225
Sarnia.....	576	305	552	443	356		163
Sault Ste. Marie.....	555	1,337	701	549	508		323
Simcoe.....	2,390	304	2,078	2,047	2,007	27	33
Smiths Falls.....	181	117	171	169	139		51

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
AUGUST 3 TO AUGUST 30, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Cont.							
Stratford.....	608	244	578	545	319	124	174
Sturgeon Falls.....	188	126	152	151	97	.....	54
Sudbury.....	3,807	2,037	1,779	1,526	1,268	21	639
Tillsonburg.....	1,635	816	835	835	823	.....	2
Timmins.....	2,711	2,584	1,259	1,066	780	22	644
Toronto.....	21,207	18,535	16,113	15,959	10,187	177	7,675
Toronto Junction.....	2,303	1,855	1,515	1,521	913	.....	448
Trenton.....	328	282	240	283	188	.....	65
Walkerton.....	200	139	147	114	97	.....	43
Wallaceburg.....	100	118	90	123	74	.....	213
Welland.....	936	1,149	790	712	530	.....	243
Weston.....	959	655	841	593	467	.....	145
Windsor.....	2,302	724	4,224	2,625	1,665	121	2,934
Woodstock.....	396	433	328	314	233	.....	56
Manitoba	9,949	7,685	9,279	8,559	4,750	846	5,823
Brandon.....	582	472	523	390	297	.....	207
Dauphin.....	192	144	227	95	59	.....	127
Flin Flon.....	219	211	92	93	76	.....	20
Portage la Prairie.....	298	146	226	222	185	8	97
Selkirk.....	89	65	80	65	51	.....	30
The Pas.....	107	99	177	126	63	6	56
Winnipeg.....	8,462	6,548	7,954	7,568	4,019	832	5,286
Saskatchewan	5,915	3,742	6,477	4,901	3,652	290	2,439
Estevan.....	505	344	176	185	179	.....	39
Moose Jaw.....	688	385	590	552	350	4	315
North Battleford.....	202	171	223	113	102	.....	72
Prince Albert.....	304	404	528	359	245	.....	233
Regina.....	2,221	1,240	2,117	2,192	1,190	224	702
Saskatoon.....	1,172	721	2,267	1,037	605	62	883
Swift Current.....	132	72	109	104	97	.....	21
Weyburn.....	435	267	227	221	220	.....	15
Yorkton.....	166	138	240	138	64	.....	159
Alberta	9,925	5,682	8,377	7,940	5,593	390	3,341
Black Diamond.....	104	41	77	92	71	.....	14
Blairmore.....	121	289	64	55	72	.....	26
Calgary.....	3,450	1,843	3,124	2,721	1,888	152	1,456
Drumheller.....	517	376	148	122	104	.....	52
Edmonton.....	4,494	2,044	4,145	4,128	2,785	232	1,498
Edson.....	226	205	61	61	93	.....	26
Lethbridge.....	382	332	345	359	266	4	121
Medicine Hat.....	344	221	272	271	191	2	95
Red Deer.....	287	331	141	131	123	.....	53
British Columbia	25,247	15,381	25,818	19,863	14,313	783	12,448
Chilliwack.....	429	205	349	345	320	.....	141
Courtenay.....	224	311	129	89	156	.....	90
Cranbrook.....	260	367	126	127	134	.....	28
Dawson Creek.....	346	179	228	227	204	.....	30
Duncan.....	375	352	132	146	284	.....	34
Fernie.....	25	140	39	30	31	.....	16
Kamloops.....	764	790	284	243	338	.....	77
Kelowna.....	397	214	332	326	258	.....	68
Nanaimo.....	427	247	313	295	205	.....	181
Nelson.....	291	336	480	377	189	.....	431
New Westminster.....	1,773	885	1,584	1,305	1,048	24	804
North Vancouver.....	280	169	566	253	186	.....	343
Penticton.....	475	242	256	239	198	.....	44
Port Alberni.....	496	334	285	267	375	6	104
Prince George.....	677	410	518	609	490	28	99
Prince Rupert.....	391	324	285	223	203	.....	79
Princeton.....	130	106	54	49	54	2	14
Trail.....	134	131	209	105	107	.....	85
Vancouver.....	14,284	7,954	16,498	12,092	7,404	671	8,451
Vernon.....	668	290	593	497	488	14	87
Victoria.....	2,240	1,323	2,462	1,892	1,519	38	1,222
Whitehorse.....	161	72	96	127	122	.....	20
Canada	203,348	165,147	194,587	156,143	106,267	3,297	97,611
Male.....	153,245	119,754	153,104	124,058	87,863	1,217	72,360
Female.....	50,103	45,393	41,483	32,085	18,404	2,080	25,251

declines of much smaller proportions in public utilities operation, trade, and finance and insurance accounted for the reduction in placements from the five weeks terminating August

31 a year ago. These losses were somewhat modified by an appreciable gain in forestry and logging together with smaller increases in construction and mining. Industrial divisions

in which the majority of placements were effected were: manufacturing 10,814; construction 4,813; forestry and logging 3,647; services 2,975; public utilities operation 1,987; trade 1,748 and mining 1,008. Placements in regular employment numbered 23,305 of men and 3,937 of women.

Ontario

Positions offered through Employment Offices in Ontario during the period ending August 30, 1945, averaged 3,646 daily compared with 3,255 in the preceding five weeks and 3,830 during the period July 28 to August 31, 1944. Placements showed a daily average of 1,869, in comparison with 1,879 in the previous five weeks and 2,253 during the period terminating August 31 a year ago. The reduction in placements from the five weeks ending August 31 last year was chiefly attributable to a marked decrease in manufacturing supplemented by substantial declines in agriculture, services and trade. In addition, moderate losses were reported in forestry and logging, and finance and insurance. Of the remaining groups in which improvement was shown, the most noteworthy was in construction. Placements by industrial divisions included: manufacturing 16,220; services 7,383; construction 5,948; trade 4,401; agriculture 4,396; public utilities operation 4,078, and forestry and logging 1,026. Regular placements numbered 36,639 of men and 7,406 of women.

Manitoba

Orders received at Employment Offices in Manitoba during the four weeks under review called for an average of 415 workers daily compared with 371 in the previous period and 396 during the five weeks ending August 31 last year. There was a daily average of 233 placements in contrast with 236 during the preceding period and 243 in the five weeks ending August 31, 1944. When a comparison of placements by industries was made with the period terminating August 31 a year ago, moderate gains were reported in construction and public utilities operation but these were largely offset by losses in services and trade. Placements by industries numbered: manufacturing 1,467; services 1,150; trade 901; public utilities operation 782; construction 656 and agriculture 450. There were 3,586 men and 1,164 women placed in regular employment.

Saskatchewan

Employment opportunities as indicated by orders received at Offices in Saskatchewan during the period terminating August 30, 1945, showed a daily average of 246 in contrast with 186 in the previous five weeks and 244 during the period ending August 31 a year ago.

The average number of placements registered daily was 139, in comparison with 131 in the preceding five weeks and 160 during the period terminating August 31 last year. Reductions in placements from the five weeks ending August 31, 1944, took place in services, agriculture and trade, and a gain in construction all of which were moderate in volume. Industries in which employment was secured for more than 100 workers included: trade 741; services 725; agriculture 584; manufacturing 507; construction 404 and public utilities operation 310. Placements in regular employment numbered 2,281 of men and 771 of women.

Alberta

Orders listed at Employment Offices in Alberta during the four weeks under review, called for a daily average of 414 workers, compared with 408 in the preceding period and 386 during the five weeks ending August 31 a year ago. Placements showed a daily average of 249, in comparison with 291 in the previous period and 262 during the five weeks terminating August 31 last year. The most significant changes in placements from the period ending August 31, 1944, were moderate losses in services and trade, and a gain in construction. Placements by industrial divisions numbered: services 1,399; construction 995; manufacturing 973; trade 909; public utilities operation 686; agriculture 517 and mining 402. Regular placements numbered 4,295 of men and 1,298 of women.

British Columbia

There was an increase in the average number of positions available daily at Employment Offices in the Province of British Columbia during the period ending August 30, 1945, there being 1,052 in contrast with 971 during the previous five weeks and 1,013 in the period July 28 to August 31, 1944. Placements decreased under both comparisons, the daily average being 629 during the four weeks under review, in comparison with 660 in the preceding period and 662 during the five weeks terminating August 31 a year ago. Placements in services and trade were considerably fewer than during the period ending August 31 last year and there was a moderate decline in manufacturing. These losses were partly offset by gains in construction, public utilities operation, and forestry and logging, the highest being in the first-named group. Industrial divisions in which most of the placements were effected were: manufacturing 4,467; services 2,571; forestry and logging 2,110; construction 1,976; public utilities operation 1,795 and trade 1,671. There were 11,926 men and 2,387 women placed in regular employment.

Building Permits in Canada

THE value of building permits issued by Canadian municipalities that reported to the Dominion Bureau of Statistics reached \$22,425,459 in August, 1945. This was a slight increase over the July total of \$19,768,744 and exceeded the August, 1944, total of \$12,132,912 by 89 per cent. Permits for new construction were issued in August, 1945, to the value of \$18,498,276 and additions, alterations and repairs, \$3,927,273. For the first eight months of the current year, permits were granted to the value of \$122,743,139, as compared with \$89,081,113 in the comparable period of 1944, an advance of 38 per cent.

New housing units represented in the building permits issued in August by the reporting

municipalities numbered 2,725 of which 2,405 were new buildings and 320 were conversions. In August last year, 2,597 permits were issued for housing units, including 2,339 for the construction of new buildings and 258 for conversions. The aggregate value of new residential buildings, additions and repairs thereto, was \$11,057,673 in August this year as compared with \$8,419,753 in August, 1944.

Permits for the construction of 18,379 new dwelling units were granted during the first eight months of the present year as compared with 17,743 in the same period in 1944. The permits for 1945 included 16,265 for new buildings and 2,114 conversions. The value of new residential buildings and additions and repairs

TABLE 1.—VALUES AND CLASSIFICATION OF BUILDING PERMITS BY PROVINCES, AUGUST, 1945*

(Issued by 175 Municipalities)

	RESIDENTIAL		INSTITUTIONAL		COMMERCIAL		INDUSTRIAL		OTHER BUILDING	
	New Construction	Additions Alterations Repairs	New Construction	Additions Alterations Repairs	New Construction	Additions Alterations Repairs	New Construction	Additions Alterations Repairs	New Construction	Additions Alterations Repairs
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Canada	18,498,276	3,927,273	5,056,136	149,910	1,212,698	1,012,136	2,331,160	1,292,175	147,484	170,177
P.E. Island	14,600	800			3,300					
Nova Scotia	214,775	56,880			7,500	10,585	60,000	4,600		
New Brunswick ..	193,175	32,281		1,000	66,975	1,500		650	500	300
Quebec	4,939,074	935,282	415,500	78,050	584,600	335,245	1,197,215	155,100	16,665	76,275
Ontario	8,280,724	1,967,343	4,085,671	43,660	271,478	330,609	795,720	1,039,870	63,610	79,145
Manitoba	747,935	132,930		2,500	53,400	80,200	50,000	15,150	19,175	625
Saskatchewan	987,485	150,685	536,500		61,845	51,325	102,000	4,340	5,535	135
Alberta	1,555,980	241,895	15,000	3,600	34,830	70,985	104,425	990	25,149	665
British Columbia ..	1,559,528	409,177	3,465	17,100	128,770	131,687	21,800	71,475	16,850	13,032

* Derived from Report issued by Dominion Bureau of Statistics, August, 1945.

TABLE 2.—INDEX OF VALUE OF BUILDING PERMITS AND AVERAGE INDEX OF WHOLESALE PRICES OF BUILDING MATERIALS, JANUARY TO AUGUST FOR YEARS 1920-1945, FROM COMPILATIONS OF DOMINION BUREAU OF STATISTICS

(1926=100)

Year	Index of Value of Permits	Index of Prices of Building Materials	Year	Index of Value of Permits	Index of Prices of Building Materials
1945	77.0	1	1932	29.8	77.7
1944	60.6	127.1	1931	71.6	83.0
1943	36.8	119.0	1930	105.5	93.4
1942	46.7	114.6	1929	154.6	99.2
1941	62.0	104.5	1928	133.0	96.4
1940	47.0	95.3	1927	116.0	96.2
1939	36.4	88.1	1926	100.0	100.7
1938	34.7	90.2	1925	80.8	103.1
1937	34.7	95.4	1924	74.9	109.0
1936	24.7	84.6	1923	89.3	111.8
1935	30.5	81.2	1922	96.3	108.4
1934	10.0	82.8	1921	71.1	128.6
1933	13.2	77.0	1920	79.0	143.8

¹ Data not yet available.

thereto amounted to \$75,099,302 during the first eight months of this year as compared with \$61,123,424 in the same period of 1944.

The present report is based on returns received from 175 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 172 reported detailed operations. The remaining three reported that no permits had been issued during the month, while 29 municipalities failed to

report in time for their statements to be included in the August compilations.

Tables 1 and 2 show the values and classification of building permits issued in Canada in August, 1945, and the index numbers of values and the wholesale prices of building materials for the years 1920 to 1945. Table 3 indicates the number and description of the housing permits which were issued in July and August, 1945.

TABLE 3.—NUMBER AND DESCRIPTION OF NEW HOUSING UNITS TO BE BUILT IN CANADA AS SHOWN BY BUILDING PERMITS ISSUED BY 204 MUNICIPALITIES. FIGURES ARE GIVEN FOR THE MONTHS OF JULY AND AUGUST, 1945, TOGETHER WITH THE AGGREGATE FOR THE FIRST EIGHT MONTHS OF THIS YEAR, AND FOR 204 MUNICIPALITIES IN AUGUST, 1944.

	New Housing Units ¹												
	Total	New Building						Conversions					
		Total New	Single Dwellings	Doubles and Duplexes	Triplexes	Flats and Apartments	With Business Premises	Total Conversions	Single Dwellings	Doubles and Duplexes	Triplexes	Flats and Apartments	With Business Premises
August, 1945													
CANADA ²	2,725	2,405	1,758	136	111	384	16	320	32	114	26	145	3
Prince Edward Island.....	3	3	3										
Nova Scotia.....	46	44	44					2		1		1	
New Brunswick.....	32	29	29					3				3	
Quebec.....	802	740	211	120	111	292	6	62	19	19	7	15	2
Ontario.....	799	723	636	8		73	6	76	10	38	13	14	1
Manitoba.....	144	133	131	2				11	1	8	2		
Saskatchewan.....	168	96	90	2			4	72	1	5		66	
Alberta.....	364	310	303			7		54		7	4	43	
British Columbia.....	367	327	311	4		12		40	1	36		3	
July, 1945													
CANADA ³	3,043	2,814	2,110	144	78	472	10	229	27	100	37	62	3
Prince Edward Island.....	8	7	7					1		1			
Nova Scotia.....	105	101	101					4	1			2	
New Brunswick.....	28	13	13					15	3			10	
Quebec.....	854	778	232	108	78	306	4	76	16	17	12	28	3
Ontario.....	926	867	720	30		111	6	59	1	34	15	9	
Manitoba.....	226	214	212	2				12		6	2	4	
Saskatchewan.....	111	103	103					8	1	5	2		
Alberta.....	348	327	297	2		28		21		16	4	1	
British Columbia.....	437	404	375	2		27		33	5	20		8	
First Eight Months, 1945													
CANADA.....	18,379	16,265	12,339	916	570	2,375	65	2,114	218	668	279	895	54
Prince Edward Island.....	22	17	17					5		2		3	
Nova Scotia.....	433	396	396					37	3	5	6	23	
New Brunswick.....	143	90	81	2		7		53	5	3	2	43	
Quebec.....	5,186	4,538	1,493	746	561	1,705	33	648	144	180	103	211	10
Ontario.....	5,637	5,013	4,598	102	6	281	26	624	26	219	99	247	33
Manitoba.....	1,144	1,011	965	24		22		133	9	55	19	42	8
Saskatchewan.....	925	779	772	2			5	146	4	30	15	96	1
Alberta.....	2,215	2,052	1,984	16		51	1	163	2	46	30	85	1
British Columbia.....	2,674	2,369	2,033	24	3	309		305	25	128	5	145	2
August, 1944													
CANADA.....	2,597	2,339	1,793	130	108	294	14	258	34	96	35	87	6
Prince Edward Island.....	54	52	52					2		2			
Nova Scotia.....	11	7	7					4			4	2	
New Brunswick.....	718	660	204	108	108	235	5	58	6	35	15	2	
Quebec.....	1,084	983	946	12		17	8	101	8	31	4	53	5
Ontario.....	117	89	86	2			1	28		16	8	4	
Manitoba.....	72	63	63					9	1	3		5	
Saskatchewan.....	198	187	178	6		3		11		6	2	3	
Alberta.....	343	298	257	2		39		45	19	3	2	20	1
British Columbia.....													

¹ Adjustments have been made in cases of insufficient information supplied by municipalities.

² 175 Municipalities only, reporting.

³ Revised figures containing returns from 198 municipalities.

Strikes and Lockouts

Strikes and Lockouts in Canada During September, 1945

DURING the month of September, 1945, the number of strikes and lockouts on record in Canada showed a decrease of 14 as compared with the previous month but the number of workers involved and the time loss in man-working days increased sharply. Preliminary figures show 17 strikes in existence during September, involving 19,754 workers and causing a time loss of 185,251 man-working days, as compared with 31 strikes

in August, 1945, with 13,159 workers involved and a time loss of 41,297 days. In September, 1944, there were 9 strikes, involving 1,024 workers, with a time loss of 800 days.

Preliminary figures for the first nine months of this year show 143 strikes, involving 63,884 workers, with a time loss of 355,544 man-days, as compared with 166 strikes, with 67,533 workers involved and a time loss of 465,394 days, for the same period last year.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER, 1944-1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
*April.....	9	9	4,363	4,363	25,169
*May.....	9	9	3,035	3,035	6,340
*June.....	12	12	2,773	2,773	4,688
*July.....	26	28	11,647	11,884	45,273
*August.....	20	31	7,494	13,159	41,297
*September.....	15	17	19,535	19,754	185,251
*Cumulative totals.....	143		63,884		355,544
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
April.....	12	12	14,384	14,384	115,994
May.....	24	25	9,481	22,827	126,386
June.....	22	23	5,840	5,980	9,528
July.....	22	23	9,229	9,571	26,023
August.....	22	26	9,086	12,585	120,283
September.....	9	9	1,024	1,024	800
Cumulative totals.....	166		67,533		465,394

* Preliminary.

† Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER*, 1945

Industry, occupation and locality	Number involved		Time loss in man- working days	Particulars†
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to September, 1945				
MANUFACTURING— Metal Products— Wire factory workers, Guelph, Ont.	1	184	3,500	Commenced August 16; for implementation of Majority Report of Conciliation Board <i>re</i> check-off; unterminated.
CONSTRUCTION— Highway— Road construction workers, Glace Bay, N.S.	1	35	800	Commenced August 22; for increased wages; not reported terminated by the end of the month.
Strikes and Lockouts Commencing During September, 1945				
MINING— Coal miners, Bellevue, Alta.	1	(a) 350	1,250	Commenced September 18; refusal to work under certain pit boss; terminated September 22; return of workers; in favour of employer.
Coal miners, Alberta and British Columbia.	30	5,500	10,000	Commenced September 27; protest against meat rationing; unterminated.
MANUFACTURING— Rubber and Its Products— Rubber factory workers, Kitchener, Ont.	1	(b) 41	123	Commenced September 1; for increased wages for mixers; terminated September 8; negotiations and return of workers pending joint application to RWLB‡; indefinite.
Tire factory workers, Kitchener, Ont.	1	100	300	Commenced September 21; against working with foreman transferred from a department recently shut down; terminated September 24; conciliation, provincial; compromise, worker to be given other work later.
Rubber factory workers, footwear, Kitchener, Ont.	1	1,187	1,187	Commenced September 29; protest against Finding and Direction of RWLB <i>re</i> wages; terminated September 29; return of workers pending investigation; indefinite.
Boots and Shoes (Leather)— Shoe factory workers, Richmond, P.Q.	1	9	50	Commenced September 24; refusal to work under new assistant foreman; terminated September 29; replacement; in favour of employer.
Fur and Leather Products— Leather products factory workers, Montreal, P.Q.	4	213	4,260	Commenced September 7; for a new agreement with check-off clause; terminated September 29; conciliation, provincial, and return of workers pending settlement; indefinite.
Textiles, Clothing, etc.— Men's clothing factory workers, Montreal, P.Q.	1	(c) 48	72	Commenced September 5; for payment for V-J Day; terminated September 6; return of workers pending reference to arbitration; in favour of employer.
Textile factory workers, Montreal, P.Q.	1	800	800	Commenced September 22; for union agreement providing for increased wages, union shop, check-off and vacations with pay; terminated September 22; return of workers pending reference to Arbitration Board; indefinite.
Metal Products— Munitions factory workers, Toronto, Ont.	1	150	38	Commenced September 11; protesting layoffs due to cancellation of war contracts; terminated September 11; return of workers; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER*, 1945

Industry, occupation and locality	Number involved		Time loss in man- working days	Particulars†
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During September, 1945				
Motor vehicle factory workers, Windsor, Ont.	3	10,000	160,000	Commenced September 12; for a new agree- ment providing for union shop, check-off, grievance procedure, etc; un-terminated.
Steel mill workers, bricklayers, Sydney, N.S.	1	36	36	Commenced September 30; against reduc- tion in number of workers per shift; un- terminated.
Steel mill workers, Hamilton, Ont.	1	60	60	Commenced September 30; protest against proposed extra shift per week; terminated September 30; return of workers pending settlement; indefinite.
CONSTRUCTION— <i>Buildings and Structures—</i> Bricklayers and masons, Edmonton, Alta.	...	41	775	Commenced September 1; for clause in agreement providing for payment of board and lodging on jobs over 10 miles from city limits; terminated September 21; conciliation, provincial, and reference to RWLB; in favour of workers.
TRANSPORTATION— <i>Water—</i> Freight handlers, Montreal, P.Q.	18	(d) 1,000	2,000	Commenced September 26; protest against closing of local meat shops because of meat rationing; terminated September 28; return of workers; in favour of employer.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board.

(a) 325 indirectly affected; (b) 900 indirectly affected; (c) 86 indirectly affected; (d) 500 indirectly affected.

Of the 17 strikes recorded for September, 1945, one resulted in favour of the workers, five in favour of the employers, one was a compromise settlement and five were indefinite in result, work being resumed pending final settlement. At the end of the month there were five strikes recorded as un-terminated, namely, wire factory workers at Guelph, Ont., road construction workers at Glace Bay, N.S., motor vehicle factory workers at Wind-

sor, Ont., steel mill workers (bricklayers) at Sydney, N.S., and coal miners in Alberta and British Columbia.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries." The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries

for which such figures are available but many countries are no longer reporting due to war conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes

involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in July, 1945, was 177 and eight were still in progress from the previous month, making a total of 185 during the month, in which 51,500 workers were involved and a time loss of 177,000 working days was caused.

Of the 177 stoppages which began during July, 22 arose out of demands for advances in wages; 69 on other wage questions; seven on questions as to working hours; 23 on questions respecting the employment of particular classes or persons; 50 on other questions re-

specting working arrangements; and six on questions of trade union principle.

United States

Preliminary figures for August, 1945, show 410 strikes and lockouts beginning in the month, in which 220,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,350,000 man-days. Corresponding figures for July, 1945, are 500 strikes, involving 290,000 workers, with a time loss of 1,500,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, September, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

FOLLOWING four months of steady advance the Dominion Bureau of Statistics cost-of-living index dropped 0.6 points to 119.9 between August 1 and September 1, 1945. Food price changes were mainly responsible; a decline of 2.0 points to 134.2 in this index reflected lower quotations for potatoes, cabbage, carrots, onions and lamb which over-balanced strength in eggs. In the fuel and light sub-group firmer coal prices advanced the index 0.2 to 106.7, while clothing at 122.2 and homefurnishings and services at 119.4 were each up 0.1. The two remaining groups were unchanged, rentals at 112.1 and miscellaneous items at 109.5.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is

prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1945

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

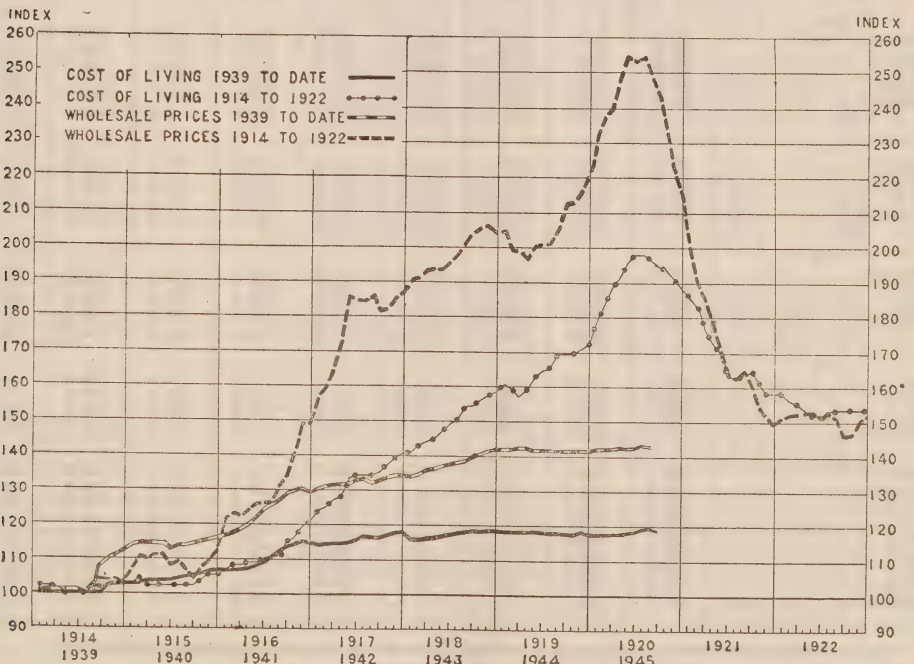


TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		132.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.2	130.8	114.5	114.4	135.6		105.1	
1928.....		120.8	137.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.2	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.3	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
May 1.....	118.1	119.0	131.7	112.1	106.6	122.0	118.9	109.4	125.5
June 1.....	118.7	119.6	133.4	112.1	106.6	122.1	118.9	109.4	126.4
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
August 1.....	119.5	120.5	136.2	112.1	106.5	122.1	119.3	109.5	127.8
September 1.....	118.9	119.9	134.2	112.1	106.7	122.2	119.4	109.5	126.9

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rentals figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages

have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—SEPTEMBER, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR SEPTEMBER, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	Feb. 1944	May 1944	Aug. 1944	Nov. 1944	Feb. 1945	May 1945	July 1945	Aug. 1945	Sept. 1945	Price Sept. 1945
Beef, sirloin steak.....	lb.	100-0	120-7	143-0	143-0	154-1	154-1	153-8	154-1	154-5	154-8	154-8	43-2
Beef, round steak.....	lb.	100-0	125-7	154-4	154-4	166-7	166-7	166-7	167-1	167-5	167-9	167-9	39-8
Beef, rib roast.....	lb.	100-0	125-5	173-9	173-5	173-0	172-2	173-0	173-9	173-9	174-3	174-8	40-2
Beef, shoulder.....	lb.	100-0	132-7	180-5	179-9	161-6	161-6	161-0	161-0	161-6	161-6	161-6	25-7
Beef, stewing.....	lb.	100-0	136-7	180-2	180-2	168-3	169-0	168-3	168-3	168-3	168-3	168-3	21-2
Veal, forequarter.....	lb.	100-0	139-3	177-5	173-4	174-0	174-0	174-6	173-4	173-4	174-0	174-6	29-5
Lamb, leg roast.....	lb.	100-0	109-9	141-2	143-3	155-3	148-2	148-9	150-4	162-0	164-4	159-2	45-2
Pork, fresh loins.....	lb.	100-0	125-3	138-8	138-8	139-2	140-8	141-5	142-3	143-8	143-8	143-1	37-2
Pork, fresh shoulder.....	lb.	100-0	127-0	146-9	146-4	146-4	143-9	142-3	142-3	143-4	143-4	142-9	28-0
Bacon, side, med. sliced.....	lb.	100-0	132-3	140-6	140-3	140-0	140-6	140-9	141-2	141-5	141-5	141-8	46-1
Lard, pure.....	lb.	100-0	151-3	162-3	153-5	150-9	152-6	155-3	157-0	157-0	157-9	158-8	18-1
Shortening, Vegetable.....	lb.	100-0	134-7	137-5	137-5	137-5	136-8	136-8	136-8	137-5	137-5	137-5	19-8
Eggs, grade "A" fresh.....	doz.	100-0	156-4	140-5	135-5	141-4	171-1	141-4	137-2	140-5	155-3	171-4	52-1
Milk.....	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	10-4
Butter, creamery, prints.....	lb.	100-0	140-5	146-2	145-8	143-2	145-8	146-2	145-4	143-6	144-3	144-3	39-4
Cheese, Canadian, mild.....	lb.	100-0	174-6	166-8	164-9	163-5	164-4	164-4	163-9	164-4	164-4	164-9	34-3
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	127-3	127-3	127-3	124-2	124-2	124-2	124-2	124-2	4-1
Rolled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn flakes, 8 oz.....	pkg.	100-0	101-1	101-1	101-1	100-0	100-0	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2½ s.....	tin	100-0	129-9	136-8	138-7	138-7	137-7	136-8	136-8	136-8	137-7	137-7	14-6
Peas, canned, 2's.....	tin	100-0	117-5	124-2	124-2	124-2	123-3	122-5	121-7	121-7	121-7	121-7	14-6
Corn, canned, 2's.....	tin	100-0	128-3	135-4	135-4	134-5	133-6	133-6	132-7	132-7	132-7	132-7	15-0
Beans, dry.....	lb.	100-0	129-4	131-4	131-4	133-3	133-3	133-3	133-3	133-3	133-3	133-3	6-8
Onions.....	lb.	100-0	108-2	149-0	177-6	146-9	116-3	112-2	106-1	140-8	142-9	134-7	6-6
Potatoes.....	15 lb.	100-0	89-9	140-5	147-9	155-2	122-3	136-9	143-9	204-9	218-3	169-2	55-5
Prunes, medium.....	lb.	100-0	115-8	130-7	122-8	122-8	122-8	122-8	121-1	120-2	120-2	120-2	13-7
Raisins, seedless, bulk.....	lb.	100-0	104-0	101-3	109-3	115-2	113-2	102-0	109-3	108-6	107-9	107-9	16-3
Oranges, medium size.....	doz.	100-0	132-5	138-2	140-3	141-3	141-6	145-4	151-5	153-6	154-6	155-6	45-6
Lemons, medium size.....	doz.	100-0	111-3	138-2	135-7	143-4	144-6	143-7	141-2	145-2	147-7	147-7	48-0
Jam, strawberry, 16 oz.....	jar	100-0	111-3	115-1	114-5	114-5	114-5	115-1	115-1	114-5	115-1	114-5	18-8
Peaches, 20 oz.....	tin	100-0	101-5	108-1	108-1	108-1	108-1	104-1	104-1	105-1	105-1	105-6	20-8
Marmalade, orange, 16 oz.....	jar	100-0	118-3	131-8	130-3	130-3	130-3	129-6	128-9	128-9	128-9	128-9	17-5
Corn syrup, 2 lb.....	tin	100-0	138-0	154-7	155-0	156-0	155-7	155-3	158-2	158-2	158-2	158-2	27-1
Sugar, granulated.....	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-5
Coffee.....	lb.	100-0	141-6	131-1	131-1	131-1	131-4	131-1	131-4	131-4	131-4	131-7	44-5
Tea, black, ½ lb.....	pkg.	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to September 1945 prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

	Beef					Pork				Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins per lb.	Fresh shoulder per lb.											
P.E.I.—																				
1—Charlottetown.....	44-5	40-6	38-2	28-2	22-2	.....	45-2	38-0	.....	45-5	19-3	20-2	45-9	9-0	40-9	35-1	7-3	4-6	6-0	10-0
Nova Scotia—																				
2—Halifax.....	44-4	41-4	38-7	27-1	23-4	24-3	48-7	39-3	25-9	46-4	19-3	19-8	58-2	11-0	42-6	35-4	8-0	4-5	6-1	9-9
3—New Glasgow.....	45-8	43-1	42-3	26-8	23-1	.....	51-8	40-2	30-9	46-3	19-5	19-9	53-2	10-0	42-9	36-8	7-3	4-9	6-1	10-0
4—Sydney.....	47-8	41-7	.....	30-5	24-4	.....	.....	.....	.....	47-6	19-3	19-8	57-2	12-0	42-5	36-1	7-3	4-5	5-9	9-9
5—Truro.....	45-5	40-7	36-0	28-2	17-7	.....	.....	39-7	29-4	45-8	.....	20-3	59-1	10-0	42-0	36-0	6-7	4-9	6-0	10-0
New Brunswick—																				
6—Fredericton.....	45-0	42-4	46-4	27-4	20-3	29-7	49-4	39-0	31-3	48-0	20-0	19-9	55-0	10-0	41-2	34-7	7-3	4-8	6-3	9-4
7—Moncton.....	45-6	41-4	40-9	27-1	21-0	30-0	50-3	38-6	30-4	48-3	18-8	19-9	57-9	10-0	41-5	34-9	8-0	4-5	5-9	10-0
8—Saint John.....	45-3	43-2	38-6	26-7	22-5	30-0	47-7	40-8	29-4	45-7	18-8	19-8	57-9	11-0	41-4	34-5	7-3	4-2	6-0	9-7
Quebec—																				
9—Chicoutimi.....	40-5	38-0	37-3	27-6	21-7	.....	.....	29-1	29-1	49-0	20-0	20-7	57-8	10-0	39-5	33-4	6-7	4-3	.....	9-9
10—Hull.....	40-8	38-3	37-3	25-4	19-1	30-4	43-7	32-5	28-5	46-3	17-7	19-3	54-5	10-0	38-3	30-8	5-3	3-8	5-5	9-5
11—Montreal.....	42-6	39-6	43-6	24-3	20-0	26-5	45-4	34-0	26-7	46-8	18-5	19-3	56-5	10-0	39-4	33-8	6-0	3-8	5-5	9-3
12—Quebec.....	41-8	38-0	41-6	23-8	18-8	30-3	42-1	34-0	26-8	44-5	18-9	19-5	54-6	10-0	39-8	34-2	5-5	3-6	5-9	9-5
13—St. Hyacinthe.....	37-6	35-4	35-0	25-1	18-7	30-6	.....	30-0	27-1	47-5	18-7	19-5	51-6	9-0	39-0	32-3	5-3	4-1	6-0	9-8
14—St. Johns.....	45-0	42-7	42-7	27-7	17-5	34-7	.....	37-7	30-3	47-7	18-6	19-7	51-3	9-0	39-3	32-0	5-3	4-1	5-7	9-7
15—Sherbrooke.....	43-6	40-3	40-6	26-3	18-3	32-7	45-0	34-4	26-5	40-1	18-8	19-7	56-3	10-0	39-1	34-6	5-3	4-2	6-0	9-8
16—Sorel.....	40-2	37-5	40-9	25-1	19-6	.....	37-0	33-6	26-6	47-0	18-7	19-6	52-7	9-0	38-8	32-2	5-3	4-1	5-3	10-0
17—Thetford Mines.....	34-3	35-0	34-0	25-6	17-7	.....	.....	26-0	26-1	39-2	18-6	19-4	55-7	9-0	38-5	31-7	5-3	4-0	5-3	9-6
18—Three Rivers.....	40-4	37-3	36-0	24-9	20-7	.....	.....	29-5	26-0	46-7	18-0	19-6	54-5	10-0	38-6	34-6	6-0	4-0	5-5	9-6
Ontario—																				
19—Belleville.....	42-0	38-6	39-8	25-8	20-2	27-5	43-8	37-4	29-8	45-2	17-7	19-2	49-1	10-0	38-4	30-4	6-7	4-2	5-5	8-7
20—Brantford.....	43-9	40-4	40-6	25-9	19-0	30-0	45-8	38-9	27-9	46-0	17-9	19-5	51-7	10-0	39-2	35-0	6-7	4-2	5-4	9-1
21—Brockville.....	46-7	42-8	44-0	26-3	21-6	.....	.....	.....	.....	45-1	17-7	19-3	52-1	10-0	38-1	30-9	6-3	4-0	5-5	8-8
22—Chatham.....	43-4	39-8	41-2	25-8	19-9	30-5	46-0	37-7	32-2	46-4	17-6	19-3	48-6	10-0	38-2	35-3	5-3	4-1	5-2	8-7
23—Cornwall.....	44-3	40-7	40-5	26-0	17-9	.....	45-5	37-0	27-6	46-0	18-1	19-4	51-1	10-0	39-0	30-3	6-0	4-0	5-8	9-2
24—Fort William.....	43-4	39-7	37-6	25-4	22-0	.....	45-0	36-4	29-6	45-8	18-0	19-1	55-3	11-0	39-3	32-0	6-0	3-9	5-1	8-8
25—Galt.....	43-6	40-3	40-0	25-0	22-8	30-0	45-0	38-0	26-3	47-5	17-9	19-2	51-4	10-0	39-1	36-6	6-7	4-1	5-8	8-8
26—Guelph.....	43-5	40-7	39-2	26-3	24-5	31-2	49-3	40-1	28-7	46-4	18-0	19-2	50-9	10-0	39-1	35-4	6-0	4-0	5-7	8-8
27—Hamilton.....	44-2	41-0	41-7	25-4	22-7	29-7	46-4	40-2	29-1	47-7	18-0	19-0	54-2	11-0	39-8	37-5	6-0	4-2	5-6	8-7
28—Kingston.....	43-3	38-9	39-4	25-9	18-6	.....	45-7	37-4	27-4	45-6	17-6	19-3	52-4	10-0	39-0	31-6	6-0	4-3	5-3	9-2
29—Kitchener.....	42-7	40-1	40-9	25-2	23-1	30-4	48-2	38-7	27-0	46-8	18-2	19-5	46-1	10-0	39-3	33-4	6-3	4-0	6-0	8-8
30—London.....	43-7	40-1	41-3	25-5	22-0	30-1	46-1	39-3	26-1	45-5	18-4	19-3	50-7	10-0	39-1	33-2	6-0	4-0	5-6	8-8
31—Niagara Falls.....	42-8	39-4	41-1	25-1	19-7	29-9	47-5	39-4	27-5	44-4	18-1	19-3	54-2	10-0	39-1	32-8	6-0	4-2	5-7	8-8
32—North Bay.....	43-9	40-6	41-6	25-8	18-3	.....	.....	39-0	.....	46-2	18-3	19-5	57-1	11-0	38-8	32-4	6-7	4-2	6-3	9-7
33—Oshawa.....	43-6	40-8	42-5	25-6	21-5	30-0	.....	40-6	28-0	46-4	17-7	19-5	53-0	10-0	39-5	33-9	6-0	4-0	5-6	8-9
34—Ottawa.....	44-7	41-4	42-8	26-6	22-0	30-1	46-8	36-9	28-5	49-1	18-3	19-0	55-5	10-0	39-0	31-4	6-7	3-8	5-7	8-7

COAL AND RENTALS IN CANADA, SEPTEMBER, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Tea, black, medium per 4 lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (25 oz), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-1	15-5	15-7	6-6	7-8	51-4	13-9	17-9	46-3	64-4	39-2	22-6	37-4	29-2	8-6	8-1	53-7	38-0	11-90	24-00-28-00(b)	1
14-5	14-4	14-9	6-9	6-7	51-2	14-1	16-1	51-9	53-9	39-6	20-6	36-8	29-1	8-6	8-3	49-5	38-0	12-63	27-50-31-50	2
14-9	14-9	15-0	6-6	6-4	59-5	13-9	16-4	47-6	50-2	40-0	....	38-6	28-9	8-2	8-2	51-6	38-0	8-42	16-00-20-00	3
15-0	14-8	14-9	7-0	7-4	56-7	13-1	15-8	51-9	57-3	39-1	....	37-1	28-9	8-6	8-4	49-6	37-8	7-08	18-00-22-00(b)	4
14-7	14-7	14-9	6-9	6-5	59-3	14-5	16-5	48-6	52-5	39-7	....	37-6	29-8	8-7	8-7	50-3	38-0	11-75	26-50-30-50	5
14-8	15-1	14-7	6-7	6-9	46-4	14-5	16-3	44-7	57-2	39-4	20-0	38-8	29-3	8-5	8-3	50-2	38-0	12-09	21-00-25-00(b)	6
14-8	15-0	15-0	6-8	6-8	55-1	13-7	17-6	46-5	53-5	41-0	20-3	37-9	28-4	9-0	8-8	51-1	38-0	11-91	26-00-30-00(b)	7
14-8	14-8	14-7	6-8	6-2	43-2	13-6	15-4	54-2	51-0	39-9	20-3	36-2	28-9	8-5	8-3	47-7	38-0	13-00	20-50-24-50(b)	8
14-5	15-3	15-0	6-9	8-4	53-4	15-0	17-2	47-1	55-0	40-0	....	40-0	28-7	8-6	8-2	52-3	39-9	18-00	.....	9
13-6	14-5	14-9	7-2	6-8	52-6	13-3	17-5	41-6	46-9	36-8	....	35-6	27-5	8-3	8-1	45-7	38-9	16-75	15-50-19-50	10
13-4	14-2	14-3	6-7	6-4	51-5	13-8	16-4	41-9	41-0	37-5	....	34-9	27-4	8-0	7-9	47-0	39-6	16-75	23-00-27-00(b)	11
14-3	14-6	14-7	6-6	7-4	51-2	14-5	17-0	45-6	50-6	38-3	20-0	36-4	28-5	8-1	7-9	43-6	39-9	16-00	27-00-31-00(b)	12
13-8	14-7	15-5	7-0	7-8	58-5	14-2	17-5	46-4	47-3	39-4	....	36-4	28-5	8-0	7-8	42-6	40-3	15-75	16-00-20-00(b)	13
14-0	14-8	15-0	6-7	8-3	53-7	14-5	17-7	45-2	47-5	39-5	....	37-4	28-2	8-0	7-9	41-7	40-0	15-50	.....	14
14-1	15-2	15-3	6-4	7-0	51-6	14-7	17-8	46-5	47-5	39-6	....	39-2	28-9	8-0	8-0	41-3	39-4	17-50	20-00-24-00(b)	15
14-7	14-6	15-7	7-3	7-8	58-2	15-3	17-4	43-1	55-4	41-2	19-3	37-7	29-5	7-9	7-7	46-2	39-4	16-25	.....	16
14-4	14-5	15-3	6-1	7-4	58-2	15-0	16-3	48-7	48-0	39-6	....	38-4	28-5	8-0	7-5	48-0	39-4	19-00	14-00-18-00(b)	17
14-5	14-4	14-5	6-7	7-8	54-8	14-9	19-1	46-8	52-5	40-3	....	37-7	28-7	8-5	8-0	47-5	40-3	16-00	20-00-24-00(b)	18
12-9	14-1	14-7	6-3	6-6	56-5	14-1	16-6	45-1	46-7	36-3	....	33-6	26-4	8-4	8-4	44-0	38-9	16-00	.....	19
14-3	14-4	14-9	6-6	6-6	56-3	13-1	16-0	47-7	46-9	36-1	19-7	33-4	26-8	8-4	8-3	46-3	39-4	16-00	22-00-26-00	20
14-1	13-9	14-0	6-4	6-8	62-4	13-7	17-7	45-5	49-4	35-0	....	35-1	27-6	8-3	8-1	43-8	38-4	16-00	20-00-24-00	21
14-4	14-3	14-7	5-8	5-8	52-0	14-0	16-6	43-6	44-1	36-3	....	33-7	26-3	8-6	8-5	41-7	38-1	16-00	21-50-25-50	22
14-6	14-7	15-0	6-5	6-6	50-3	14-3	16-3	40-0	44-0	....	....	34-7	26-6	8-2	8-2	45-3	39-7	16-50	23-00-27-00(b)	23
14-3	14-5	14-5	6-6	6-5	57-0	13-8	17-0	46-8	46-4	37-6	20-0	34-8	26-0	8-7	8-5	41-9	38-1	16-80	25-50-29-50	24
14-0	14-4	14-4	6-6	6-1	56-2	12-9	16-3	45-5	47-0	35-5	19-3	32-6	25-6	8-5	8-3	44-4	39-4	16-00	22-00-26-00	25
14-0	14-2	14-9	6-3	6-1	54-2	13-3	16-1	42-5	45-3	35-9	....	32-8	25-7	8-6	8-5	43-2	38-6	16-00	22-50-26-50	26
13-7	13-9	14-3	6-3	6-7	53-2	13-4	15-1	47-5	46-7	34-8	....	33-0	26-1	8-1	8-1	43-0	39-3	15-50	26-00-30-00	27
13-5	13-9	14-5	6-6	6-4	53-7	14-1	15-2	47-7	47-3	37-3	....	35-0	26-6	8-1	7-9	43-6	38-8	16-00	29-00-33-50	28
14-2	14-3	14-7	6-6	6-3	56-6	14-1	16-1	45-5	49-5	36-3	....	33-3	25-8	8-6	8-5	41-1	39-4	16-00	26-00-30-50	29
14-2	14-6	14-9	6-4	6-4	56-9	14-0	14-5	44-4	45-5	30-4	....	32-5	25-5	8-6	8-4	43-7	39-3	16-50	26-50-30-50	30
12-9	13-4	14-6	6-7	6-0	54-5	12-5	13-1	43-7	46-6	38-0	....	34-3	25-4	8-6	8-6	44-7	39-5	14-63	25-00-29-00	31
14-4	14-3	.....	6-4	6-4	57-0	13-4	14-6	48-0	50-0	....	....	36-4	28-3	9-0	8-9	49-7	39-6	17-25	23-00-27-00	32
13-7	13-5	.....	7-3	6-0	52-2	13-2	16-0	44-7	49-7	36-2	....	34-5	25-5	8-6	8-4	47-0	39-4	16-00	24-00-28-00	33
14-1	14-4	14-8	6-7	6-7	52-5	13-9	16-7	44-7	48-4	37-3	....	35-5	27-3	8-2	8-0	43-7	39-0	16-75	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins per lb.	Fresh shoulder per lb.											
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound.....	43-0	39-6	40-0	24-1	22-8	....	....	38-1	27-4	46-5	18-0	19-5	47-1	10-0	39-4	....	6-0	4-1	5-3	9-4
36—Peterborough.....	44-8	41-3	42-4	25-6	21-8	32-0	47-9	41-0	28-2	46-8	18-4	19-1	48-4	10-0	39-0	34-2	6-0	4-2	5-4	8-6
37—Port Arthur.....	43-6	40-0	39-0	24-8	22-3	29-3	42-6	37-7	28-7	48-4	17-9	18-9	51-9	11-0	39-7	33-7	6-3	4-1	5-5	9-0
38—St. Catharines.....	44-0	40-7	42-0	25-3	20-6	30-7	45-0	41-2	25-7	46-9	18-2	19-2	55-5	10-5	39-3	33-9	6-0	4-2	....	8-9
39—St. Thomas.....	43-9	40-4	41-6	25-2	23-0	29-9	48-5	39-7	29-0	45-9	18-6	19-6	52-1	10-0	39-5	33-5	6-0	4-2	5-9	9-4
40—Sarnia.....	43-1	40-3	41-4	27-1	21-6	32-3	47-1	37-5	30-2	45-7	18-5	19-6	52-3	10-0	40-0	33-0	6-0	4-0	6-2	9-4
41—Sault Ste. Marie.....	43-5	40-1	38-5	26-7	22-0	....	....	....	29-5	45-6	18-1	19-2	55-9	11-0	39-5	32-9	6-7	4-0	5-7	8-9
42—Stratford.....	41-4	39-5	39-8	25-8	22-8	....	....	37-2	27-6	45-6	18-0	20-0	45-8	10-0	38-7	33-5	5-3	3-9	5-9	9-1
43—Sudbury.....	42-7	39-7	39-9	25-4	23-1	27-6	42-5	37-4	29-7	44-6	18-6	19-6	57-1	11-0	38-9	33-8	6-7	4-1	6-4	9-1
44—Timmins.....	44-5	41-0	41-1	26-4	21-5	29-7	47-3	39-5	27-8	44-3	18-8	19-5	55-5	12-0	39-0	34-6	6-7	4-3	5-4	9-4
45—Toronto.....	44-2	40-4	41-8	25-8	22-9	30-5	46-5	39-5	25-0	49-7	18-0	19-1	55-0	11-0	39-4	37-9	6-7	4-2	5-4	8-7
46—Welland.....	41-7	38-5	41-1	25-7	22-1	30-7	....	38-9	28-2	43-5	18-0	19-5	53-8	11-0	39-4	35-5	6-7	4-2	5-1	8-9
47—Windsor.....	43-5	40-4	41-5	25-0	23-3	31-0	46-4	39-3	28-6	46-0	18-2	19-2	53-5	11-0	39-1	35-3	6-0	4-2	5-4	8-8
48—Woodstock.....	42-7	39-6	39-5	25-0	19-2	....	47-3	37-5	26-0	44-8	18-1	19-1	48-3	10-0	38-8	32-6	6-0	3-8	5-9	8-8
Manitoba—																				
49—Brandon.....	42-8	38-2	40-2	25-2	19-4	....	45-5	37-2	25-0	46-6	16-8	20-8	47-5	10-0	37-7	34-3	7-1	3-8	5-7	8-9
50—Winnipeg.....	42-1	37-8	34-8	24-9	21-3	27-6	43-1	36-8	29-6	48-2	17-2	19-4	51-3	9-0	37-2	34-6	8-0	3-7	5-3	8-8
Saskatchewan—																				
51—Moose Jaw.....	42-8	37-8	38-4	24-0	18-8	....	41-3	35-4	26-7	45-5	15-9	20-6	42-3	11-0	37-3	34-7	7-2	3-7	5-3	8-7
52—Prince Albert.....	38-2	35-2	....	23-4	17-4	....	....	....	40-4	16-6	20-1	46-5	10-0	38-8	34-1	6-0	4-1	....	8-7	
53—Regina.....	41-7	38-2	36-1	24-1	21-0	25-9	40-4	35-1	25-0	43-1	16-3	21-6	46-9	10-0	37-4	34-7	6-8	3-9	6-0	9-0
54—Saskatoon.....	41-7	38-1	36-7	25-1	19-8	27-0	38-8	35-0	26-5	44-2	16-2	20-0	47-4	10-0	37-2	34-7	7-2	3-7	5-4	8-9
Alberta—																				
55—Calgary.....	43-3	38-7	40-0	25-0	21-8	26-6	40-5	35-0	29-4	48-3	16-1	20-1	47-4	10-0	38-1	36-5	7-2	3-9	5-4	8-7
56—Drumheller.....	40-5	37-0	37-7	24-0	20-0	....	....	35-0	26-7	44-9	17-2	21-6	45-3	10-0	39-2	38-5	8-0	4-4	5-6	9-0
57—Edmonton.....	40-5	36-2	37-8	22-7	20-6	26-6	38-2	34-0	25-4	44-8	15-9	20-0	47-9	10-0	37-9	35-8	7-2	3-8	5-3	8-7
58—Lethbridge.....	41-2	37-2	37-0	24-0	17-4	25-3	40-0	35-4	26-7	43-9	16-0	21-0	47-5	10-0	38-1	....	8-0	4-0	....	8-7
British Columbia—																				
59—Nanaimo.....	46-7	42-6	45-2	27-3	24-8	....	47-0	41-0	29-1	48-8	19-1	20-9	49-7	12-0	41-0	37-3	9-0	4-4	....	9-4
60—New Westminster.....	44-9	40-1	41-8	25-8	23-8	29-7	43-3	39-1	27-4	46-5	18-1	20-0	49-3	10-0	40-5	35-3	8-0	4-2	6-0	9-2
61—Prince Rupert.....	44-5	41-3	43-0	26-0	23-7	28-7	45-7	....	....	49-8	18-6	20-8	54-0	15-0	41-5	38-0	10-0	4-9	....	9-7
62—Trail.....	44-5	40-7	43-8	25-8	25-0	28-4	45-0	40-0	27-8	45-9	18-1	22-7	55-7	13-0	39-9	34-7	9-0	4-0	5-8	9-3
63—Vancouver.....	46-9	41-8	42-4	26-4	24-9	28-2	45-7	39-3	29-0	49-2	17-9	19-1	49-8	10-0	40-3	35-2	9-6	4-1	5-7	8-9
64—Victoria.....	45-8	41-8	43-8	26-6	23-6	31-7	44-9	40-2	30-0	46-0	18-7	20-2	50-1	11-0	40-9	35-9	9-0	4-3	6-5	8-9

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

COAL AND RENTALS IN CANADA, SEPTEMBER, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 24's (23 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
14.3	14.3	.....	6.3	6.0	56.8	14.3	15.1	48.0	47.6	.....	.....	34.5	26.2	8.6	8.4	47.9	39.1	16.50	.....	16.00-20.00	35
13.5	13.9	14.7	6.1	7.1	50.2	13.6	15.0	42.6	48.3	37.1	21.0	33.9	26.7	8.5	8.5	44.0	39.0	16.75	.....	24.00-28.00	36
14.0	14.6	14.3	6.0	6.6	58.4	14.1	16.8	48.3	49.9	37.8	.....	34.9	25.3	8.5	8.4	41.6	38.1	16.80	.....	23.00-27.00	37
13.2	13.5	.....	6.6	6.2	55.7	13.3	13.7	42.2	47.7	35.5	18.3	33.4	26.7	8.5	8.2	43.8	39.1	15.75	.....	27.00-31.00	38
14.0	14.4	14.8	6.3	6.2	56.6	13.6	15.6	48.3	48.3	35.9	20.0	34.0	26.2	8.7	8.6	44.8	39.7	16.00	.....	21.00-25.00	39
14.7	14.6	14.8	6.9	5.5	56.4	13.4	15.7	48.3	47.9	37.3	.....	33.6	26.7	8.8	8.7	44.9	39.4	16.50	.....	23.00-27.50	40
14.8	14.6	14.8	6.2	6.3	59.5	13.3	15.1	43.0	48.4	37.0	20.7	34.1	26.4	8.6	8.6	41.2	39.0	17.00	.....	23.00-27.00	41
14.4	14.3	14.8	6.0	6.2	58.8	13.9	14.2	44.7	45.5	34.5	.....	33.2	26.5	8.8	8.6	45.4	38.7	16.00	.....	21.00-25.00	42
14.3	14.6	14.6	6.1	6.3	56.7	13.7	16.8	44.5	47.5	39.3	.....	34.9	28.1	8.8	8.5	45.0	38.7	17.75	.....	28.00-32.00	43
15.0	14.6	14.8	6.4	6.4	57.3	13.9	15.9	50.3	53.6	38.0	.....	35.0	28.0	8.8	8.8	40.4	38.8	19.50	.....	25.50-29.50	44
13.4	13.8	14.0	6.4	6.0	54.2	13.7	15.2	45.0	46.6	35.7	20.3	32.4	25.8	8.2	8.0	44.7	38.7	15.50	.....	32.50-36.50	45
13.5	13.4	14.4	9.0	5.9	54.9	13.2	14.0	47.0	46.0	35.8	18.7	32.6	26.5	8.3	8.3	41.1	39.1	15.50	.....	.....	46
14.0	14.8	14.5	6.2	5.5	52.9	13.8	15.1	41.9	41.4	34.8	.....	33.2	26.2	8.2	8.0	41.3	38.5	16.00	.....	25.00-29.00	47
14.4	14.1	14.4	6.3	7.0	51.0	13.3	16.6	40.7	44.6	35.6	.....	33.7	26.5	8.6	8.6	45.6	39.1	16.00	.....	22.00-26.00	48
15.5	14.9	.....	7.1	6.0	44.1	13.9	16.2	42.6	45.9	.....	.....	36.8	25.0	9.2	9.0	43.5	37.8	8.37	.....	21.00-25.00	49
15.3	15.5	16.0	7.3	5.8	44.1	13.0	16.5	45.9	42.3	39.0	22.7	36.0	24.8	9.0	8.9	37.5	37.9	12.95	.....	26.00-30.00	50
16.9	15.1	15.9	6.7	6.7	63.1	13.6	16.6	42.3	48.0	41.2	22.4	35.6	27.3	9.4	9.4	43.0	38.8	10.30	.....	22.00-26.00	51
16.3	15.8	16.4	7.3	6.6	60.5	15.1	18.2	44.1	47.0	40.0	23.2	37.8	28.6	9.9	9.6	39.8	37.8	10.50	.....	19.50-23.50	52
16.5	15.3	15.7	6.8	6.7	57.0	13.2	18.1	43.0	44.0	40.2	22.1	37.1	28.0	9.3	9.7	42.5	38.0	11.50	.....	28.00-32.00	53
17.5	16.0	17.3	7.3	6.8	56.6	14.9	17.5	46.8	50.0	.....	22.7	37.8	27.3	9.7	9.8	44.8	37.8	10.10	.....	22.00-26.00	54
15.1	14.6	15.2	7.3	6.6	62.8	13.6	17.1	44.0	48.7	36.6	21.0	33.8	26.4	9.0	9.5	41.5	37.7	8.25	.....	26.00-30.00	55
17.3	15.9	16.6	7.6	6.6	63.1	13.1	17.2	41.3	52.0	40.5	22.9	35.7	28.6	9.5	9.7	43.4	38.0	.....	.....	21.00-25.00	56
15.3	15.0	15.8	7.3	6.9	63.0	13.9	16.9	48.7	43.1	38.3	21.6	33.8	25.8	9.2	9.3	43.2	37.6	.....	.....	24.50-28.50	57
15.5	13.9	14.9	7.0	6.2	58.3	12.3	16.2	44.2	47.8	.....	20.9	32.4	26.2	9.3	9.5	45.0	37.5	4.90	.....	22.00-26.00	58
15.2	15.0	15.0	8.1	7.0	59.4	10.3	17.2	40.6	39.7	.....	20.1	30.6	25.0	8.9	8.8	40.9	38.1	.....	.....	17.00-21.00	59
14.7	14.3	15.3	7.9	6.7	51.8	11.6	16.7	43.0	38.6	.....	20.5	33.3	24.9	7.9	7.9	36.5	38.2	13.00	.....	20.50-24.50	60
15.9	15.8	16.3	8.3	7.0	69.6	12.6	17.6	53.0	45.8	37.5	21.3	32.0	26.4	8.7	8.6	44.3	38.7	13.65	.....	20.00-24.00	61
15.0	15.3	16.3	8.3	6.2	60.3	12.7	17.2	45.6	49.0	33.5	21.7	34.6	27.7	8.9	8.8	39.2	37.7	10.75	.....	23.00-27.00	62
14.7	14.7	14.7	7.4	6.5	49.9	11.4	16.5	45.1	38.8	36.3	20.1	30.6	24.3	8.0	8.0	39.3	37.8	13.00	.....	23.50-27.50	63
15.0	15.1	15.0	7.4	6.7	59.2	13.5	15.7	44.0	41.3	37.5	20.0	31.1	24.8	8.9	8.5	43.2	38.1	13.25	.....	21.00-25.00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that

no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title *Price Control in Canada*.

Wholesale Prices, August, 1945

Seasonal factors which were largely responsible for an increase in the index of wholesale prices in July were also responsible for a decline in the same index in August to 103.4, for a net loss of 0.6 points. The vegetable products group which moved down 2.0 points to 98.1 due to lower prices for potatoes, hay, onions, lemons, oranges and rye registered the sharpest loss. Non-metallic minerals weakened 0.4 to 101.3 following a recession in imported bituminous coal which outweighed strength in rough texture brick, British Columbia and Nova Scotia run-of-mine coal and British Columbia by-product coke. Animal products gained 0.3 to 108.6 due to higher quotations for calves, butter and eggs, overbalancing declines in steers, hogs, lambs and fowl. For chemicals and allied products, strength in the

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

Commodities	1913	1918	1920	1922	Aug. 1926	Aug. 1929	Aug. 1933	Aug. 1940	Aug. 1941	Aug. 1942	Aug. 1943	Aug. 1944	July 1945	Aug. 1945
All commodities.....	64.0	127.4	155.9	97.3	99.1	98.4	69.5	82.6	92.0	95.5	100.4	102.3	104.0	103.4
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	98.6	100.1	65.9	70.3	77.7	85.2	92.4	94.5	100.1	98.1
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	97.8	109.9	59.7	76.8	97.0	99.6	108.0	106.0	108.3	108.6
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	99.7	91.1	71.2	83.6	94.0	91.9	91.9	91.7	91.9	91.9
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.1	94.0	63.2	90.5	98.5	101.5	109.5	118.1	117.6	117.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	99.3	93.8	85.4	105.8	112.6	115.8	115.7	117.0	115.3	115.3
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.7	98.5	68.0	77.0	77.5	77.7	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.2	93.6	83.3	90.3	96.8	99.2	100.5	102.3	101.7	101.3
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.7	95.3	81.6	90.8	100.8	102.3	100.5	100.3	98.9	99.0
Classified according to Purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	98.9	96.3	72.1	83.5	93.6	95.2	97.4	97.2	99.1	98.7
Foods Beverages and Tobacco.....	61.8	119.0	150.8	90.2	97.8	103.7	66.6	78.2	92.9	97.3	103.4	100.8	106.2	104.9
Other Consumers Goods.....	62.8	91.9	126.3	101.4	99.5	91.3	75.9	87.1	94.0	93.8	93.4	94.8	94.4	94.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	99.6	100.2	60.8	77.9	84.5	88.8	95.7	99.7	100.5	100.1
Producers' Equipment.....	55.1	81.9	108.6	104.1	97.1	94.9	84.9	102.0	107.1	110.1	114.2	118.5	119.5	118.5
Producers' Materials.....	69.1	139.0	171.0	98.2	99.9	100.8	64.8	75.2	82.0	86.4	93.6	97.6	98.4	98.0
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.2	80.7	96.7	111.6	114.5	121.6	127.4	122.3	122.4
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	99.9	101.2	62.1	71.5	77.0	81.6	88.9	92.6	94.4	93.9
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	98.3	97.0	65.1	68.7	77.0	82.0	88.1	90.2	93.6	92.4
B. Animal.....	70.1	129.0	146.0	95.9	97.2	105.4	61.8	78.7	95.4	96.7	101.4	100.2	101.8	102.2
Farm (Canadian).....	64.1	132.6	160.6	88.0	97.3	109.2	57.2	62.7	72.1	81.3	97.4	101.2	107.8	105.8
II. Marine.....	65.9	111.6	114.1	91.7	100.2	103.0	65.4	79.1	93.8	109.7	135.3	129.8	131.4	131.4
III. Forest.....	60.1	89.7	151.3	106.8	100.1	93.8	63.5	90.4	98.1	101.0	109.0	117.3	116.9	116.9
IV. Mineral.....	67.9	115.2	134.6	106.4	99.8	93.0	80.4	91.8	96.8	98.3	99.3	100.4	99.7	99.4
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.6	102.3	60.9	73.8	83.4	90.0	100.4	103.6	107.3	106.1
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	99.3	94.5	71.7	81.3	91.0	91.7	92.9	93.5	93.8	93.8

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Description of Index	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
		Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor of Statistics	Cost of Living, Bureau of Labor of Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Department	Cost of Living, Federal Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
	Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	183	1910 = 1000	1935-1939 = 1000	1935-1939 = 1000	180	1926-1930 = 1000
	Base Period:														
1913		64.0	(a)	69.8	(b)		(a)		(a)	1125	814			748	628
1914		66.5	79.1	68.1	70.7		(a)	100	(a)	1090	855			805	676
1915		70.4	80.7	69.5	71.8			123		1204	868			882	724
1916		84.3	87.0	85.5	77.9			146		1379	908			1024	766
1917		114.2	117.5	117.5	91.6			176		1583	996			1225	850
1918		101.8	115.6	131.3	107.5			203	204	1723	1064			1282	912
1919		134.0	126.5	138.6	123.8			215	222	1854	1177			1536	1019
1920		155.9	145.4	156.0	143.0			249	224	2512	1458			1428	1034
1921		110.0	129.9	97.4	129.7			223	224	1805	1320			1194	952
1922		97.3	120.4	96.7	119.7			191.2	191.2	1387	1101			1053	1010
1923		100.0	121.8	106.0	126.4			167.5	167.5	1358	1069			994	1006
1924		96.4	120.5	98.7	123.6			144.6	144.6	1306	1066			988	1004
1925		95.6	121.7	95.3	123.5			141.2	141.2	1155	1041			963	981
1926		80.6	120.8	86.4	119.4			136.5	136.5	1047	832			904	795
1927		69.3	94.4	65.9	92.4	100.0		91.0	91.0	1317	1174			1036	951
1928		78.6	102.2	78.6	100.8	85.7		107.1	107.1	1338	1146			1071	990
1929		75.4	101.5	77.1	99.4	102.8		111.2	111.2	1358	1173			1191	1073
1930		82.9	105.6	78.6	100.2	136.6		143.0	143.0	1497	1398			1418	1109
1931		94.1	110.7	87.3	105.2	152.6		199	183.5	163	1569			1373	1267
1932		95.7	117.0	98.8	116.5	159.4		200	209.6	176	1706			1513	1002
1933		100.0	118.4	103.1	123.6	162.8		199	218.2	203	1765			1558	1003
1934		102.5	118.9	104.0	125.5	166.2		201	222.6	207	1766			1588	1003
1935		102.3	118.8	103.9	126.4	167.5		202	223.5	208	1757			1589	1003
1936		102.4	118.8	104.0	126.5	167.1		202	222.8	208	1761			1589	1003
1937		102.4	118.6	104.1	126.6	166.7		201	222.7	208	1770			1577	1004
1938		102.5	118.9	104.4	126.6	166.9		201	222.0	208	1779			1580	1006
1939		102.4	118.6	104.7	127.0	167.2		201	221.4	208	1765			1577	1006
1940		102.8	118.5	104.9	127.1	167.2		202	221.0	209	1775			1589	1005
1941		103.0	118.6	105.2	126.9	167.2		202	220.9	209	1772			1581	1005
1942		103.4	118.7	105.7	127.1	167.4		202	221.3	210	1786			1583	1005
1943		103.0	118.7	105.7	127.1	167.4		203	221.4	210	1786			1583	1005
1944		103.2	119.0	106.0	128.1	(i) 170.1		207	222.1	210	1797			1583	1005
1945		103.4	119.0	106.0	128.1	170.6		205	222.1	210	1807			1583	1005
August															
September															
October															
November															
December															
1945															
January															
February															
March															
April															
May															
June															
July															
August															
September															

two industrial gases, acetylene and oxygen, outweighed lower quotations for alum and copper sulphate to advance the index 0.1 to 99.0. Other component groups continued unchanged; textile products at 91.9, wood products at 117.6, iron products at 115.3 and non-ferrous metals at 79.7.

The Canadian farm products wholesale price index receded 2.0 points to an index level of

105.8 in August, thereby almost entirely cancelling the rise of the previous month. Field products dropped 2.8 points to 96.4 due to weakness in potatoes, onions and hay. In the animal products section strength in eggs failed to counteract continued easier livestock and poultry prices and a drop of 0.9 to 121.4 occurred.

Meeting of Executive Board of Canadian and Catholic Confederation of Labour

A SPECIAL plenary meeting of the Executive Board of the Canadian and Catholic Confederation of Labour was held at Sherbrooke, P.Q., during the three days commencing September 17. The meeting was mainly devoted to study of the C. C. C. L. administration and plans were laid down for the 1946 Convention, which will be held at Quebec City to observe the 25th anniversary of the Confederation's foundation. The sixty official delegates and the nineteen fraternal delegates discussed and voted upon some 110 resolutions.

The "Bureau confédéral" or Executive Board reported that this year's annual convention had to be cancelled owing to a Government Regulation.

The Executive Board reported that a different method was used this year to compile union statistics. Information received from Federations was checked against figures sent by the Centres, with the result that as of May 31, 1945, the C. C. C. L. had 61,723 active members belonging to 300 local unions as compared with 65,249 registered members in 252 local unions as of May 31, 1944. This decrease is but apparent. In fact, there was an increase as the 1945 figures represent the actual number of paid-up members whereas the former compilation only took into account all members registered, whether they had paid membership fees or not. Eighty-eight unions were directly affiliated to the C. C. C. L. and 212 to the Federations.

Delegates requested Mr. Gérard Picard, General Secretary, to make an immediate industrial and trade survey of Union and non-Union establishments in the Province of Quebec, in his new capacity of technical adviser. With the assistance of Mr. Jean Marchand, Mr. Picard will establish a Statistical and Technical Information Division.

The opening session of the plenary reunion on Sunday night, September 16, was preceded by a dinner. Main speakers were His Excellency Bishop Philippe Desranleau of Sherbrooke and Mr. Alfred Charpentier, General President. Mgr. Desranleau emphasized that

the main object of the C. C. C. L. must be to secure reasonable family wages for its members.

Hon. H. Mitchell's Message

At the business meeting which followed the dinner, Mr. Picard read messages addressed to the C. C. C. L. by Hon. Humphrey Mitchell and Hon. Antonio Barrette Ministers of Labour at Ottawa and Quebec City respectively.

"Upon the occasion of the special plenary session of the Confederate Board of the C. C. C. L., may I extend to delegates my best wishes of success in your deliberations", wired Mr. Mitchell. "We are all thankful that the war has now finished. I am sure we all realize that Canada faces tremendous problems calling for the wisest counsels on the part of all leaders of opinion. I am sure that the C. C. C. L. following its traditions, will again formulate policies on behalf of workers which are aimed at the promotion of the welfare of Canadian workers as a whole."

Address of Mr. Charpentier

Mr. Charpentier, a technical adviser to the Canadian workers' delegates at the International Labour Conference in Paris, France, gave his annual presidential report at the opening session.

After expressing his regret that the 1945 convention had to be a "modified" one, he was pleased to note "that our movement, on the whole, has doubled its progress for the past thirteen years and this, in spite of pre-war years of depression and in spite of the tremendous assaults from rival unions during the war years."

Post-War Program

"As ever conscious of its mission," stated Mr. Charpentier, "the C. C. C. L. has understood its responsibility to give a summary outline of its views, at the beginning of the current

year, in a special document on social reforms to be achieved for the immediate after-war period. The C. C. C. L. post-war program has been made public and submitted to the country's government.

"Needless to say, this program finds its inspiration in the social-teaching of the Church and its support upon the guidance of the Canadian Episcopate. Truthfully, it consists of a group of well-considered suggestions, especially designed to help solve immediate post-war problems, that is for the period of transition from wartime to peacetime."

Suggestion first deal with the civil rehabilitation of veterans; they are followed by various suggestions to the governments to stress the urgent need that an agreement be reached between the federal and provincial governments, insisting on the need of maintaining price controls, a fair wages policy, the decentralization of industry; and the promotion of workers' houses through better housing credit facilities.

"The C. C. C. L. post-war program," continued Mr. Charpentier, "makes a special appeal to employers to awake to the sense of their social responsibilities; states the principles of certain fundamental reforms to labour organizations; condemns party politics within labour organizations; and accepts nationalization of wealth only for specific cases, when all other means of having that wealth serve society will have been exhausted. Finally, female labour is a post-war problem upon which the C. C. C. L. also expresses its views."

Provincial Autonomy

The C. C. C. L. leans towards provincial autonomy insofar as social legislation is concerned, inasmuch as its present social conceptions are more and more identified with those of the social and religious élites of the Province of Quebec, Mr. Charpentier said.

"It is in view of this fact that we are particularly interested in the Dominion-Provincial Conference which was opened on the 5th of August last, "the General President pointed out.

The Conference will determine the share of the Dominion and of the provinces in attaining the federal government's triple objective: (1) secure employment for all; (2) promote social security, and (3) maintain a high level of national income.

"Above all, we have a right to believe that the Conference offers a most favourable opportunity of studying means to be taken so that, on the one hand, future Ottawa encroachments shall cease, provinces shall recover their sacrificed prerogatives and a more intense co-operation shall prevail; on the

other, so that provincial and Dominion jurisdiction be clarified on all obscure points as they crop up, and so that at last, points upon which the Constitution might be amended should be well defined."

Mr. Charpentier mentioned War Orders and Regulations P.C. 4020, 8253, 9284 and 1003 as so many infringements on Provincial autonomy. He qualified as a "great octopus" the Order establishing National Selective Service. He then asserted that the spirit of the Family Allowances Act, apparently the first phase in a vast Social Security plan drawn up by the Federal government, was assuredly unconstitutional; and that the new National Employment scheme aimed at centralization.

"The war is ended," said Mr. Charpentier. "In principle, this Dominion labour legislation based on Orders is bound to disappear. But attempts are already made to replace some of these Orders and Regulations by permanent legislation enforced by the Dominion Government. We undoubtedly admit that Ottawa may centralize powers in wartime, but now, and that is the crux of the problem, how can a similar, and as efficient, direction be reconciled to provincial autonomy?"

Concurrent Legislation

As a solution to this problem, the C. C. C. L. advocates concurrent legislation. This solution is motivated by the diversity of thought and action in many respects among the country's nine provinces. Concurrent legislation is the "means of reconciling the country's efficient management in wartime with the preservation of the provinces' essential prerogatives, with the object however of satisfying the immediate needs, of creating permanent employment sources for all workers in this country."

The C. C. C. L. advocates the maintenance in private industries, as a wage-floor, hourly rates ordered by Regional Labour Boards or the National Wartime Labour Board and which were in force at the end of hostilities with Japan; the weekly minimum vital salary; minimum hourly wage rates in basic industries of national scope; the 48-hour-week as a weekly maximum of work in private industry, without any decrease in wages; the 40-hour week as a weekly maximum of work in Public Services, without any reduction of salaries; the establishment of labour courts; the limitation of the percentage of industrial profits; measures to promote payment of a yearly salary in national industries and in all basic industries able to give a living income and a sharing of benefits in those industries.

In the event watered stocks could not be dried up, profits limited, sales prices reduced and profit surpluses turned over to general weal, through an employers-workers-governmental organization, the C. C. C. L. advocates "pure and simple nationalization" of certain basic industries and of several public utilities.

"It is obvious," states Mr. Charpentier, "that the Federal Government's greatest concern is to avoid prolonged and extensive unemployment after the war. But how can employment be assured to all workers in need of a job unless industry be maintained in operation throughout all possible sections of the country?"

The intensification of domestic industry, maximum increase of foreign markets and a prices and wages control policy will be but a half solution of the social security problem. The burden of social insurances, which are to complete the realization of social security, will be lighter upon the governments' shoulders. Wartime controls, relaxed according to transitory conditions, should be the object of a national economic research plan produced by co-operation between the provinces and the federal government, Mr. Charpentier indicated.

"Without releasing governments from their promises," concluded Mr. Charpentier, "professional and social movements, conscious of their responsibilities, must accept necessary self-disciplines and assist governments by practical suggestions. All citizens and social bodies must understand that many of the ills from which Canada is suffering, will only be cured through international reforms, profitable to all nations.

"The C. C. C. L. is courageous and firm in its demands. Like everybody else it wishes to win peace, but with order and for the general weal."

Main Resolutions

(A) MATTERS OF FEDERAL INTEREST:

Compulsory Voting, with time off: Compulsory voting, with afternoon off with pay urged for both Dominion and provincial elections.

Old Age Pensions: Dominion Government urged to reduce age from 70 to 60 years for both men and women.

Unemployment Insurance: It is urged: (a) that water and air transportation workers and longshoremen, as well as seasonal workers in various industries, be included in the benefits of the Unemployment Insurance Act; (b) to amend section 67 of the 1940 Act in order that a person convicted of a first offence should only be sentenced to reimburse the amount received, plus interest; (c) that U.I. benefits to married men be increased.

Selective Service: It is urged: (a) that the building trade be independent of N.S.S. Regulations, now that the war had ended and the demand upon such labour was no longer of an urgent war nature and in view of the fact that workers change very often from one employer to another; (b) that Sections 204, 205, 206 and 208 of P.C. 246 be abolished and that the new regulations allowing female workers to accept employment without a permit be applied to male workers as well.

Publicity Budget: Dominion Government urged to increase publicity grants so as to perfectly inform the workers and the general public on the benefits they can derive from all the new legislation such as the Unemployment Insurance Act, the Family Allowances Act, the Vocational Training Co-ordination Act, and give the Canadian Broadcasting Corporation instructions accordingly.

Income Tax: Dominion government is urged to exempt from Income Tax unmarried men earning \$1,200 or less per annum; and married men earning \$2,000 or less per annum.

National Housing Act: It is urged (a) that C. C. C. L. and the "Fédération des Caisses Populaires" co-operate to promote building of workers' homes in smaller communities and (b) that C.C.C.L. encourage Central Councils in various cities to promote establishment of Housing and Building Co-operatives. (c) That this Act be amended to revive pre-war clause allowing long term loans at 1-½% favoring workers' houses.

Wartime Prices and Trade Board: It is urged that restriction of consumer credit on installment buying be maintained indefinitely, that is to say ½ cash and 10 months to complete payment.

Family Allowances.—Resolutions were adopted and referred to the next meeting of the Executive Board of the C.C.C.L. They dealt with the advisability of: (a) exempting family allowances from Income Tax up to \$660 per annum; (b) not decreasing family allowances to heads of families earning from \$1,200 to \$1,800 per annum; (c) preventing children under 16 years from working.

Wartime Labour Relations Board: It is urged that all legal counsel appearing before Arbitration Boards should be remunerated by the Government.

Wartime Wages Control Order: (P.C. 9384) It is urged that this Order be amended so that (a) pre-war (Quebec) Collective Agreements Extension Act, may be operated again; (b) to abolish wage ceilings.

State Currency and Credit: It is urged that the Dominion Government be the only one

authorized to issue money and credits instead of financial institutions.

Canadian Flag: It is urged that steps be taken to secure a Canadian Flag.

Radical and Communist Activities: It is urged that President Alfred Charpentier's statement, condemning certain representations made by radical and communist groups to the Federal Government and disassociating the C. C. C. L. from same, be given widest publicity.

Industrial Production Co-operation Board: Following presentation of a paper on the above mentioned Board by Mr. Maurice Doran, Field representative in Montreal, it was urged that (a) all affiliated Federations should promote among their local unions the establishment of Labour-Management Production Committees; (b) all officers and business agents of local unions to make a thorough study of organization and operation of such committees and enter into agreements with management to form such committees in all shops wherever possible; (c) in the preparation or renewal of collective bargaining agreements that a clause be included providing for the formation of such a committee with equal representation for both Management and Labour.

Meat Rationing: Mr. Hervé Parent, Montreal, an official of the Wartime Prices and Trade Board, addressed the 66 delegates on meat rationing, pointing out the benefits Canadian Export Trade will eventually derive from food relief to war-suffering peoples overseas, when the latter nations return to normal conditions. Such markets are not to be overlooked in postwar economic planning.

(B) MATTERS OF PROVINCIAL INTEREST:

Adoption of legislation by the provincial government providing for financial assistance in the construction of workmen's dwellings, under a loan system similar to the Agricultural Credit Bureau, was urged among many resolutions of provincial interest. Others dealt with: (a) enforcement of Sunday observance regulations; (b) development of existing industries in Quebec and promotion of new industries; (c) lower electricity rates throughout the province; (d) establishment of a pension for invalided workmen, similar to that accorded blind people, needy mothers and old people; (e) amending the Workmen's Compensation Act by which all employers would be subject to the Act without exception; (f) annual 15-day paid vacations for all wage-earners; (g) protection against farm

workers who accept lower wages in Industrial plants; (h) establishment of permanent Arbitration Courts in all the important districts of the province; (i) amendment of the Industrial Disputes Investigation Act, so that delays be provided for appointment of members of a Conciliation and Investigation Board and that sanctions be imposed to parties violating the time limit of fixed delays; (j) amendment of the Collective Labour Agreements Act so that piece work should not apply to Building Trades; (k) protest against slowness and numerous delays of the Quebec Workmen's Compensation Commission in their payment of accident claims; (l) amendment of Industrial Accidents Act so that accidents be immediately reported after their occurrence to the Quebec Workmen's Compensation Commission; (m) that bailiffs secure signature of persons receiving summonses; (n) adoption of an Act similar to P.C. 9384 to prevent an employer from decreasing an employee's wages and that the present Regional Council be replaced by a permanent Committee under jurisdiction of the Labour Superior Council; (o) that Sec. 49 of the Labour Relations Act be amended so that the Board itself may take criminal proceedings against those violating Section 7 of this Act; (p) protest against the Labour Relations Board as constituted and operating and recommend appointment of at least one member to represent Organized Labour; (q) ask Government to enact a maximum 48-hour-week for all wage-earners; (r) adoption in Quebec of the National Plumbing Code; (s) amendment of regulations 4, 5 and 8 for a 50 cents per hour minimum wage and adjustment to Cost of Living; (t) compulsory medical examination of all persons serving the public in restaurants, hotels, etc.; (u) oppose proposed Compulsory Health Insurance legislation; (v) support slum clearance in the province; (w) that workmen's compensation be computed on a minimum salary of \$1,500 per annum.

Officers

This special 3-day plenary meeting was held in lieu of the usual annual convention because of existing Government regulations. Thus, officers elected last year at the Three Rivers annual convention, will remain in office until next year's convention at Quebec City, when the C. C. C. L. will celebrate its 25th Anniversary. Mr. Gérard Picard, General Secretary, as newly appointed technical adviser, was assigned, with the assistance of Mr. Jean Marchand, to organize a modern Research and Statistics Branch.

Annual Conference of British Trades Union Congress

THE 77th Annual Conference of the British Trades Union Congress representing some 6,000,000 organized British workers was held at Blackpool, England, September 10-14, 1945. Mr. Ebbv Edwards, General Secretary of the Mine Workers Union, occupied the chair, as Mr. George Isaacs, who was elected last year as Chairman of the General Council of the Congress, had been appointed Minister of Labour and National Service, following the advent of the Labour Government.

Chairman's Address

In his opening address, Mr. Edwards, on behalf of the Congress offered the new Government the fullest co-operation in carrying out its administrative and legislative program. He referred to relations "as yet undefined", between the I.L.O. and the United Nations Organization that had been evolved at San Francisco. "As trade unionists", he said, "they wished the I.L.O. to remain on its tripartite basis, although some revision and remodelling might be necessary."

Mr. Edwards welcomed the proposed new World Federation of Trade Unions—"the basis of a world organization embracing all trade unionists, irrespective of race, nationality, religion or political opinions".

He contended that "the war just concluded did not end nationalist ambitions and that the unity of workers must be maintained in thought and action". Congress, he said, must demand a status in the work of rehabilitation which, he held, they had not had hitherto and that "this work can not be left to paid agents of Governments, often lacking in working-class conceptions".

Turning to domestic problems, he said that "the key to the problems associated with reconstruction was manpower. Without more manpower we could not get sufficient coal, replenish civilian industries or get the houses and domestic equipment so urgently needed". He urged still further acceleration of demobilization. At the same time, he claimed that the latter problem was complicated by the unwillingness of large numbers of ex-service men to leave trades learned during the war and to return to their pre-war employment under the old contracting conditions. "Essential improvements had to be made in wage standards and conditions of employment." "These," he asserted, "must be made a condition of Government assistance towards the recovery and reorganization of civilian industries". He referred approvingly to the lead given by the President of the Board of Trade in the case of the cotton in-

dustry, where, he said, "full consultation, wage increases and welfare developments were insisted upon as a condition of Government support". On the other hand, he held that "unions must abandon restrictive practices which impeded maximum production and full efficiency in their industry". He asserted that "collective bargaining in modern industry had a wider connotation than it had formerly, and unions negotiating new agreements should insist upon such wider aspects of industrial reorganization".

Referring to the nationalization of the coal-mining industry, Mr. Edwards said it involved "a vital socialist experiment which must stand the test of industrial efficiency and national welfare". He believed that eventually the social division between management and work-people would be broken down and consultative machinery set up at all levels from pit and workshop to the board room. The opportunity of making nationalization of the mining industry a success was a trusteeship that should not be underestimated, he declared.

Prime Minister Attlee

For the first time in its long history a British Prime Minister addressed an annual conference of the Trade Union Congress. Right Honourable Clement R. Attlee, head of the new Labour Government, made no effort to gloss over the difficulties confronting the nation in the next few years. "There is bound to be intense distress on the continent of Europe this winter", he said, "and the position here at home is not going to be easy". He continued. "I can hold out no hope of great improvement in the near future". The world's supply of food could not be replenished for some time, "the shortages of raw materials are grave and shipping is inadequate". Moreover, he declared, "it was impossible to overtake the housing shortage for years". He urged that teamwork was essential in mobilizing for peace. The task of reallocating labour, re-starting industries—of switching over from war to peace cannot be done by Government, but only by the close teamwork of all concerned.

Hon. George Isaacs, Minister of Labour and National Service disclosed details of the Government's plan for demobilization. He pointed out that, in war manpower priority was given to the armed services, but in time of peace such priority would go to industry, with due regard for the nation's military commitments. Class B workers possessing much needed skills might be released out of their turn in exceptional cases and it was expected

that a total of 1,100,000 servicemen would be released by the end of the year. He forecast progressive removal of Government wartime labour controls, until eventually workers would be free to work where they chose. "It was impossible to contemplate permanent (industrial) conscription", he contended.

New World Trade Union Congress

Sir Walter Citrine, Secretary of the B.T.U.C. sketched the history of the movement for a new World Trade Union Congress and defended the B.T.U.C. for having called the meeting of representatives of world trade unions held in London, in February, 1945 (L.G. April, 1945, p. 557), to promote the project. Sir Walter's statement followed an address by George Meany, Secretary-treasurer of the American Federation of Labor in which the latter stated the case for the A.F. of L.'s decision to remain aloof from the new World Congress.

Mr. John Noble, fraternal delegate from the Trades and Labour Congress of Canada, speaking on the matter of the proposed new World Trade Union Congress, was reported in part as follows:

"Some of those who are trying to destroy our movement in Canada and in the United States are looking to your support to get a world organization, while at the same time advising the Canadian worker to have nothing to do with any foreign organization, but to form purely Canadian unions and keep to themselves.

"It does seem to many people that the disrupters who are seeking to join the new organization are not doing so for the cause of unity, but only to further their own ends. And they will not hesitate again to divide and try to destroy if they cannot control this new organization.

"The A.F.L. up to now has refused to be a party to this new setup and as Trades and Labour Congress of Canada unions are an integral part of that large body of organized workers, it may well follow that our movement will find it impossible to participate in the formation and continuation of this world body.

"As long as those 7,000,000 workers of the western hemisphere find it impossible to affiliate and become a part of this organization, in my opinion there can be no real world labour organization. Not as long as the A.F.L. remains outside and those who are trying to destroy our congress and the federation are admitted to membership..."

Mikhail Tarasov, Russian fraternal delegate to the congress meeting, submitted "a decisive protest against the attack on the Soviet trade unions made by George Meany".

At a subsequent sitting a resolution to invite the C.I.O. to be represented at future congress meetings was referred to the T.U.C. General Council.

Sir Walter Citrine also made a statement welcoming the repeal of the Trade Disputes and Trade Union Act of 1927, and expressed the hope that the necessary legislation would be passed before the end of 1945, so that Civil Service unions would be legally free to seek affiliation with the labour movement.

Professor Laski, Chairman of the British Labour Party, in an address that covered a wide range of foreign and domestic affairs urged the trade unions not to be merely silent partners of the Government during the next five years but "to play their part in the management of socialized industry" and to recognize especially the importance of technical knowledge and industrial research.

Resolutions by Congress

The resolutions embodied in the report of the General Council were discussed in detail.

Forty-Hour Week—The policy agreed upon in connection with the 40-hour week was "to press for its adoption in stages appropriate to the circumstances of each industry". It was felt that in some instances it might be better to urge the reduction of hours in a single movement; in others, for example, by an initial reduction to a five-day week. "The aim must be a scheme in each industry providing for the 40-hour week at an early date and in a manner... ascertained by joint examination," if need be, the setting up of a Commission to advise the Minister of Labour. A general stimulus could be given by broad legislation for the initiation of that reform. It was asserted that some employers looked upon the 40-hour week as a national problem, about which their specific industries could not be expected to take the lead, although it was stated that some of the most efficient employers had already reduced hours of work in their plants.

Joint Production Committees—Another resolution urged that the system of shop stewards and joint production committees established for wartime purposes, should be continued in peace. Among the advantages claimed were the reduction of work stoppages caused by such factors as lack of materials and inefficient management. It was held that having workers share equally with management in wartime had proved to be beneficial and hence the system should become an integral part of workshop and trade union organization.

Transition Period—It was agreed further that an assurance should be obtained from the

Government that the temporary surplus of labour during the transition period should not be used by employers to lower working conditions. It was urged that "basic weekly wages" be paid to all workers rendered redundant as a result of the transition".

Guaranteed Weekly Wage—A resolution was agreed to calling on the General Council to prepare proposals for the establishment of a guaranteed weekly wage in all industries, the legal enforcement of all negotiated wage agreements and the payment of "rate on the job" in all Government employment with the establishment of a similar basic rate for men and women.

Demobilization—Stepping up the rate of the demobilization of workers from the armed services was asked for, in order to meet labour requirements, especially in such fields as the construction industry. It was asserted that of the 16,480 new homes which had been "allocated to local authorities for building, only 1,619 were occupied up to last Friday" (September 7). Men being retained in the home forces were too often only "uniformed unemployed" who were suffering from frustration, while civil transport workers for example, were working excessively long hours.

Farm Workers—The Congress affirmed its "recognition of the right of farm workers to wages and conditions equal to those obtained in other skilled industries", and its belief that "the planned and enlightened reconstruction

of the British agricultural system should make the standards easily attainable".

Housing—As immediate steps to better housing and "pending full transfer of all land to public ownership", the Government was urged to grant local authorities power of speedy and compulsory purchase of any land in their areas—"not merely blitzed or blighted areas" to build and to administer suitable types of buildings with financial assistance provided by the Government. It was also urged that the prices of building materials be controlled and that the pre-fabrication of houses in factories be encouraged.

Workmen's Compensation—Amendments were asked to the Workmen's Compensation Act so that all those permanently injured prior to 1924 would receive the same compensation as those injured since that year. Further, it was urged that those receiving compensation as single men should be paid married men's rates after their marriage. Attention was drawn to the human wastage in the coal mining industry. It was asserted that in 1943 one out of every four coal miners were killed, injured or suffered from occupational diseases.

Charles Dukes of the National Union of General Municipal Workers was elected Congress Chairman for the new trade union year and E. W. Spackman, of the Printers, Bookbinders and Paper Workers' Union, was named Chairman of the General Council. The other members of the Council were re-elected.

I.L.O. Year Book on Labour Statistics

The International Labour Office has issued its summary of labour statistics for the years 1943-44. The statistics presented cover sixty countries in all parts of the world and with few exceptions have been taken from official publications or have been communicated to the Office by the Governments concerned. As far as possible all tables have been brought up to date; however in present circumstances it has not been possible to carry out this task as completely as formerly in belligerent or occupied countries.

The tables are arranged in the following main groups: total and gainfully occupied population, employment and unemployment, hours of work, wages, cost of living and retail prices, cost of living studies, immigration,

industrial accidents and strikes and lockouts. Three new tables are added, one on wages in agriculture, the second showing the number of strikes and lockouts, workers involved and time lost in industrial disputes, and the third rates of time lost in relation to estimated number of persons gainfully employed in mining, manufacturing industry and transport, the three groups in which most disputes occur. In view of the fact that the present Year Book covers two years, certain tables are presented in two parts to give continuous series of data.

A special section of the cost of living table shows index numbers based on 1939 in order to afford a measure of changes in the cost of living since the immediate pre-war period.

*Workers' Educational Rally**

FORTY-FIVE delegates from unions in the New Brunswick pulp and paper industry attended a conference which was held in Matapedia, P.Q. under the auspices of the Maritime Labour Institute; Dalhousie University. Distinguished speakers representing government, labour unions and universities, addressed the meeting which is a pioneer venture for Canada though similar conferences are organized by several universities in the United States, especially Princeton, Chicago, Wisconsin and Illinois. Among those who welcomed the delegates were Hon. S. W. Mooers, Minister of Labour for New Brunswick as well as the Chief Conciliation Officer for the Province of Quebec.

The first session was devoted to collective bargaining and other legal matters affecting labour in the post-war period. Professor L. Richter of Dalhousie University, the Director of the Maritime Labour Institute, acted as chairman, while G. A. McAllister of Saint John, a former associate of the Institute, was the chief speaker. His address provoked an extensive discussion which was mainly concerned with the changes in labour legislation and the necessary adaptation in union policies which will be called for.

Workers' Education was the topic of another session under the chairmanship of A. C. Dastous, M.L.A., President of the Pulp, Sulphite and Paper Mill Workers union in Dalhousie, N.B. The chief speaker was M. H. Hedges, Research Director of the International Brotherhood of Electrical Workers of America, Washington. In discussing "Post-war Goals of Labour Education", Mr. Hedges emphasized that labour while striving for economic improvements should also pay attention to humanitarian aims: the betterment of health conditions, of housing, and, above all, more and better education. Labour must strive to become in the post-war period a full fledged partner of industry. This presupposes the assuming of responsibilities which only a well informed labour movement can take on. Mr. Hedges was followed by J. P. Nicol, Educational Director of the International Brotherhood of Pulp, Sulphite & Paper Mill Workers, Montreal, and by J. J. Arsenault, Canadian Organizer of the International Brotherhood of Paper Makers, both

of whom spoke on the plans of their unions for intensifying the educational work among their members.

The first speaker in the last session, G. P. Reid, Employment Adviser for the Handicapped for Quebec Region, U.I.C. chose as his topic "New Hope for the Disabled". Mr. Reid dealt mainly with the placement of workers disabled by industrial accidents but emphasized that the principles developed in the work of his division would apply equally to disabled war veterans. Alvin Vienniau of the Electricians' Union, Bathurst, acted as Chairman.

A highlight of the conference was an address by Prof. B. S. Keirstead of McGill University on the post-war outlook for the pulp and paper industry. The speaker was quite optimistic. He felt that the high technical standard of the industry, coupled with the skill and efficiency of its workers, would secure Canada a preferred place in the post-war markets, although competition would be stiffer than in the past. He dealt with the means of achieving a high standard of employment which in that industry coincides with a full utilization of plant facilities. He spoke at some length about the markets for the products of the industry and the changes which had resulted from the war. In doing so, Prof. Keirstead didn't confine himself to the pulp and paper industry, but analysed its relations to the other parts of the Canadian economy. His address provoked an intensive discussion, revealing the deep interest which the delegates take in the economic questions concerning their own industry.

At the end of the conference educational committees were formed in Dalhousie, Campbellton and Bathurst, which will serve as centres for the work of the Maritime Labour Institute. Professor Richter, in concluding the conference, promised these committees full co-operation in providing them with library facilities, speakers and discussion material. The committees will also function as agents for the Citizens' Forum, the discussion groups around the C.B.C. programs, "Of Things To Come".

* Report submitted by Dr. L. Richter, Dalhousie University.

Protection from Radioactive Paints in Australia

Regulations regarding the storage, mixing, manipulation and use of radioactive paints in factories in the State of Victoria, Australia, were issued on December 11, 1944. Their full text is found in the April-June, 1945 issue of *Industrial Safety Survey*, published by the International Labour Office.

A medical examination, including blood counts, is required before a person may begin working in factories covered by the regulations, and it is forbidden to employ anyone who bites his finger nails or sucks his fingers. Breath samples of all workers must be submitted every six months to the Chief Health Officer, Department of Health. Gowns, gloves and overalls must be provided by the employer, and detailed instructions are given for use of containers and tools, and the washing of hands and arms. The application of paint with brushes is forbidden, a wooden or glass stylus or pen being prescribed. Workers are forbidden to smoke or eat while working or to bring any eating, drinking, or smoking materials into their workroom.

Reserves of radioactive materials in their unopened phials must be stored in a box completely lined with lead at least 1.5 cm. thick, and the box must be kept at least eight feet from the working position of any worker. Opening phials, mixing materials, and painting must all be done in a special cubicle, locked to unauthorized persons. The floor must have a satisfactory covering in order to prevent dust from accumulating, and working tables are to be of polished, easily cleaned material. The cubicle must be fitted to provide separate stations for opening containers and for mixing paints for painting and for keeping work

articles. The station in which containers are opened and paints are mixed must be connected with the external air, must consist of a cabinet with a glass roof, with wall-openings only for the hands, with internal illumination, and a floor protected against dust accumulation. The station for painting is to consist of a table fitted with an exhaust hood having an inclined glass roof, connected with the external air, and internal daylight-type illumination is to be provided. The station for articles of work must consist of a receptacle so placed that the person who brings unpainted articles does not need to approach the painting and mixing stations, and of a drying cabinet connected by ducts with the external air.

All stations are to be connected by ducts with an exhaust fan which must change the air in the cubicle between 10 and 15 times per hour. Air velocity to the cabinets is to be at least 100 lineal feet per minute. Every cubicle must contain a wash-basin supplied with hot and cold running water, soap and towels, and a small dark room equipped with an argon or mercury lamp fitted with a screen opaque to visible light. Clothing and washed hands are to be inspected in this dark room for the presence of zinc sulphide particles.

Air samples from the cubicles must be submitted every six months to the Chief Health Officer and every cubicle is to be cleaned daily by a moist method. A copy of the regulations must be posted conspicuously in every cubicle, and the contents drawn to the attention of all workers who at any time are required to enter the cubicle.

Protection from Dust, Fumes and Gases in Australia

Regulations for the control of harmful gases, fumes and dust were issued on February 6, 1945 in Victoria, Australia. Their provisions are found in the April-June 1945 issue of *Industrial Safety Survey* published by the International Labour office. Somewhat similar to the suggestions for the protection of workers from these substances which were made by the U.S. Department of Labour in 1944 (L.G. 1944, p. 1248), the regulations include a schedule showing the maximum concentration of gases or vapours permitted.

An employer in work-premises where any of the substances in the schedule are manufactured or used must install suction exhaust apparatus, the intake hood of which is to be as near as practicable to the source at which the gases, fumes or dust enter the air. Where

the exhaust apparatus is impracticable, a suitable ventilation system approved by the Minister may be substituted. Another alternative protective measure which also must be approved by the Minister is the use of respirators, distant breathing apparatus or positive pressure air-masks.

The maximum concentration of gases or vapours permitted is similar to that suggested for American industries and to that prescribed by regulations under the Quebec Public Health Act (L.G. 1944, p. 854), but the Victoria standards are higher, i.e., a lower concentration is permitted, in the case of some substances, e.g., aniline, benzene, carbon bisulphide, carbon monoxide, carbon tetrachloride, gasoline, methanol, nitrobenzene, toluene and xylene, coal tar naphtha.

THE LABOUR GAZETTE

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Notes of Current Interest

Wartime civilian consumption in Canada, U.S.A., and United Kingdom

The Combined Production and Resources Board has issued a report dealing with the relative impact of the war on civilian consumption in the United States, the United Kingdom and Canada. The report shows that while in Britain per capita purchases of civilian goods and services fell between 15 and 20 per cent from the 1938 level, similar consumption in both the U.S. and Canada actually increased 10 to 15 per cent during the war years.

The exhaustive study, the conclusions of which were agreed upon by officials of the three countries, shows that the war's impact on consumption in the United States and Canada came later and its effects on consumption were both more gradual and less severe than was the case in Britain.

The joint report brings out the fact that in 1943 and 1944 war production represented something like half the value of total gross national production both for the United Kingdom and Canada. The proportion was about 40 per cent in the United States.

With regard to the U.S.A., however, the report notes that the war production rate and consequent full impact on civilian production did not reach its height until the latter months of 1944 and the early part of 1945.

It is brought out in the report that the supply of munitions, food and raw materials from the United States and Canada enabled Britain to take a higher proportion of its manpower from farm and factory and devote them

to the uniformed services. By June of 1944, Britain had drawn 55 per cent of its total labour force into the armed forces or into war production. The corresponding figure for Canada and the United States was 40 per cent.

The report shows that this higher concentration in Britain had direct effects on the production of civilian goods. This fact is illustrated by figures of average per capita expenditures in the three countries for consumer goods and services.

In such a pre-war year as 1938, the joint report lists such per capita expenditures at £87.9 in Britain, at \$508 in the U.S.A. and \$336 in Canada.

By 1944 this had changed so that the average per capita expenditure in Britain was £73.9; U.S.A., \$589; Canada \$388. This represents a drop of 16 per cent in Britain and a rise of 16 per cent in both the United States and Canada.

The report indicates the effect on the personal living standards of Britons, Americans and Canadians, while pointing out that the figures "measure only a part of the material impact and none of the moral impact and sacrifices borne by the three peoples".

In Britain, for example, per capita food purchases fell off 11 per cent between 1939 and 1944. In the United States food purchases rose eight per cent, and six per cent in Canada for the same period. (The report indicates that the United Kingdom standard of nutrition was maintained only by greatly augmenting the use of cereals and potatoes

and comments: "It has been most difficult to provide variety in the diet".)

Alcoholic beverages and tobacco purchases went up eight per cent in Britain and up 33 per cent in the United States and 24 per cent in Canada.

Clothing purchases dropped 34 per cent in Britain and rose 23 per cent in the U.S.A. and 22 per cent in Canada.

"The continued curtailment in United Kingdom purchases for so long a period means that clothing standards fell progressively as the clothes in people's wardrobes wore out," the report points out. By February, 1945, the basic clothing ration had been reduced to a rate of only 41 coupons per annum, against an estimated pre-war average for adults equivalent to about 100.

Fuel and electricity consumption rose in all three countries—two per cent in Britain, 32 per cent in the U.S.A. and 28 per cent in Canada.

Household goods, mainly electrical and metal products, showed a sharp drop in Britain, 82 per cent, a 23 per cent drop in the United States, and 13 per cent in Canada.

Motor vehicles and their operation also, of course, showed a sharp decline in all three countries, 95 per cent in Britain, 52 per cent in the U.S.A. and 52 also in Canada.

The report lays especial emphasis on the high fiscal cost of the war to Britain, and its crippling effects on Britain's exports and overseas investments.

From the entry of the United Kingdom into the war in September, 1939, to the end of 1941, the international debit balance of Britain, according to the report, was running at the rate of about £800,000,000 per annum.

"United Kingdom sales of goods and services abroad declined sharply during 1940 and 1941 and remained at a low level thereafter. To finance its large overseas purchases of munitions in 1940 and 1941 the United Kingdom had recourse to selling overseas assets and to increasing its overseas liabilities."

These expedients grew more difficult as the scale of the military program grew, and as lands in which the United Kingdom had assets came under enemy occupation. It was to meet these difficulties that lend-lease from the U.S.A. and mutual aid from Canada were resorted to, the report states.

Government relaxes controls on advertising In accordance with the Government's policy to relax controls as quickly as possible, the Department of Labour has arranged to relax further, the control of advertising by employers who have the highest labour priorities.

Under date of November 7, 1945, letters were sent to such employers by Mr. A. MacNamara, Deputy Minister of Labour, granting them permission to advertise at their discretion, subject to the following conditions:

- "(1) That you have notified the vacancies to be advertised to the National Employment Office. If you desire to advertise, you should so advise the office.
- "(2) That the office has advised you that no suitable applicants are available.
- "(3) That you agree to immediately notify the Local Office in regard to any persons hired, using Form NSS 312.
- "(4) That you agree to give priority to men who have had overseas service when considering applicants.
- "(5) That the file or order number supplied to you after the first two conditions have been fulfilled will be inserted at the end of the advertisement."

Applicants for employment may thereafter, communicate directly with employers, and if their services are accepted, they will not be under the necessity of obtaining N.S.S. permits, or to report to the local employment office. The same directive granted permission to any newspaper to accept such advertisements, provided the conditions quoted above have been met.

An earlier letter set forth that job-hunters also are now free to offer their services and outline their qualifications by advertising in whatever newspapers they desire.

Interested employers may now communicate with a prospective employee by means of a box number, or in any other manner preferred by the advertiser, instead of channeling their requests through the nearest Local Employment Office, as the civilian manpower regulations obliged them to do in the past. No contacts need be made by such employers with Government officials; they may answer advertisements, arrange interviews and even hire a man if he seems satisfactory, entirely on their own initiative.

There is only one remaining condition, and that applies to the advertiser. He must still obtain a permit, it was stated, before taking a job.

Reorganization of labour priorities system Reorganization of the labour priorities system, to match the changing manpower situation in the re-conversion period, was announced by the Department of Labour during October.

Those establishments with the highest labour emergency requirements are to have an "A(E)" priority reserved for them, and in

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics, price \$1 per year.

Classification	1945			1944		
	October	September	August	October	September	August
Employment Index ⁽¹⁾		172.6	175.0	183.3	185.5	184.3
Unemployment percentage (trade union members)..... ⁽²⁾	1.4			0.3		
Unemployment insurance claims.....		40,473	20,557	1,475	3,715	3,241
Index numbers, aggregate weekly payrolls..... ⁽³⁾		140.8	143.6	150.8	149.6	148.4
Per capita weekly earnings.....\$		32.04	32.09	31.53	31.69	31.63
Prices, Wholesale Index ⁽⁴⁾	102.9	102.7	103.4	102.3	102.3	102.3
Cost of Living Index ⁽⁴⁾	119.7	119.9	120.5	118.6	118.8	118.9
Retail sales, unadjusted index..... ⁽⁴⁾		187.2	178.1	182.3	178.1	160.9
Retail sales, adjusted index..... ⁽⁴⁾ ⁽⁴⁾		186.1	189.8	174.4	170.5	172.7
Wholesale sales..... ⁽⁴⁾		220.4	216.3	202.6	205.4	190.4
Common stocks index..... ⁽⁴⁾	1103.3	102.0	99.6	86.2	85.0	86.8
Preferred stocks index..... ⁽⁴⁾		139.4	137.8	126.7	126.3	125.9
Bond yields, Dominion index..... ⁽⁴⁾	†94.4	94.6	94.4	97.0	97.0	97.0
Physical Volume of Business						
Index ⁽⁴⁾ ⁽⁴⁾		205.3	212.7	228.0	231.0	233.1
INDUSTRIAL PRODUCTION ⁽⁴⁾		223.9	226.5	259.7	260.4	263.5
Mineral production..... ⁽⁴⁾		150.4	156.2	208.9	205.5	214.5
Manufacturing..... ⁽⁴⁾		244.1	247.6	285.8	284.5	291.5
Construction..... ⁽⁴⁾		168.7	150.0	109.2	102.7	90.1
Electric power..... ⁽⁴⁾		146.3	154.6	152.4	153.7	153.4
DISTRIBUTION ⁽⁴⁾		166.8	184.0	162.4	170.3	170.1
Carloadings..... ⁽⁴⁾		119.4	141.5	125.4	126.3	143.3
Tons carried, freight..... ⁽⁴⁾		147.4	201.8	139.7	153.6	194.7
Imports..... ⁽⁴⁾		151.1	153.2	184.3	198.2	190.1
Exports..... ⁽⁴⁾		239.9	329.9	290.1	286.3	286.6
Trade, external, excluding gold.....\$		347,240,000	428,766,000	478,500,000	427,051,000	416,510,000
Imports, excluding gold.....\$		122,259,000	128,134,000	160,050,000	159,710,000	157,324,000
Exports, excluding gold.....\$		227,901,000	299,049,000	313,962,000	264,619,000	257,021,000
Bank debits to individual accounts.....\$	5,749,000,000	5,157,321,000	4,726,596,000	4,981,879,000	4,818,599,000	4,531,791,000
Bank notes in circulation..... ⁽⁴⁾		1,009,200,000	997,700,000	906,100,000	906,100,000	888,200,000
Bank deposits in savings.....\$		2,934,845,000	2,833,187,000	2,488,931,000	2,464,187,000	2,369,598,000
Bank loans, commercial, etc.....\$		969,394,000	987,939,000	953,691,000	939,280,000	966,290,000
Railways—						
Car loadings, rev. freight cars ⁽⁷⁾	302,171	287,146	279,671	306,525	292,631	283,711
Canadian National Railways operating revenues.....\$			33,953,000	33,269,000	33,972,000	34,257,000
operating expenses.....\$			26,454,000	29,056,000	28,899,000	29,085,000
Canadian Pacific Railway traffic earnings.....\$	28,646,000	26,181,000	26,793,000	28,161,000	27,631,000	28,431,000
operating expenses, all lines \$	23,777,000	23,471,000	25,977,000	22,402,000	23,940,000	
Steam railways, revenue freight in ton-miles.....			5,250,968,000	5,815,123,000	5,562,884,000	5,520,329,000
Building permits.....\$	19,000,000	20,024,000	23,203,000	11,934,000	10,807,000	12,133,000
Contracts awarded.....\$		42,045,000	40,531,000	25,925,000	25,288,000	24,151,000
Mineral production—						
Pig iron.....tons		135,227	139,812	154,119	145,406	151,452
Steel ingots and castings.....tons		198,508	224,928	275,524	242,725	246,755
Ferro-alloys.....tons		13,517	15,668	15,631	14,568	13,808
Gold.....ounces			211,754	230,749	237,151	237,617
Coal.....tons		1,178,000	1,203,000	1,532,000	1,391,000	1,379,000
Copper.....pounds		35,023,000	39,480,000	42,274,000	43,346,000	44,744,000
Nickel.....pounds		16,506,000	21,992,000	21,813,000	22,708,000	23,848,000
Lead.....pounds		29,176,000	28,128,000	13,452,000	13,994,000	13,402,000
Zinc.....pounds		38,349,000	41,521,000	43,098,000	46,956,000	44,844,000
Timber scaled in B.C.....bd. ft.		264,353,000	261,332,000	280,677,000	250,749,000	246,097,000
Flour production.....bbls.		2,046,000	2,021,000	2,049,000	1,973,000	2,016,000
Footwear production.....pairs		3,126,000	3,246,000	3,065,000	2,894,000	2,937,000
Output of central electric stations.....k.w.h.		3,079,310,000	3,237,613,000	3,482,045,000	3,234,778,000	3,274,631,000
Sales of life insurance.....\$		52,995,000	49,027,000	48,665,000	42,133,000	41,186,000
Newsprint production.....tons		269,960	287,030	258,301	244,209	262,300

† Week ended October 25, 1945.

(¹) Base 1926=100. (²) Figures are for the end of the preceding month. (³) Base June, 1941=100. (⁴) Base 1935-1939=100. (⁵) Adjusted, where necessary, for seasonal variation. (⁶) Notes in the hands of the public at the end of the month. (⁷) Figures for four weeks ended October 27, 1945, and corresponding previous periods.

rare cases this rating may be applied to an entire industrial classification such as meat packing or malleable iron foundries. On the other hand, an "A" priority will go to specifically named establishments and also to a limited number of essential industries with a certain degree of urgency and a definite labour supply problem.

The "B" priority will be retained for certain industrial classifications and possibly a few specially named establishments. Among the latter, essential production but no pressing labour supply problem will be the criterion for a priority of this type. A number of industries and establishments without any critical labour requirements may be included; for example, those in which turnover may be largely for the purpose of increasing efficiency by improving the calibre of personnel.

Designed to take in the categories previously known as "C" and "D", the "CD" priority will apply to industries and specifically named establishments of a less essential nature. All those previously classified as "C" or "D" will henceforth take a "CD" rating. In effect, it was explained, this rating would mean no priority at all—the same value or lack of it as was once assigned to the "D" rating.

Following the sudden death of Dr. S. A. Cudmore while attending the Conference of the Food and Agriculture Organization at Quebec, Mr. Herbert Marshall was appointed Dominion Statistician on November 7.

Prior to becoming Dominion Statistician, Dr. Cudmore had been editor of the Canada Year Book. He was an economic adviser to the Canadian Government at the Imperial Conference in London in 1926 and the Imperial Economic Conference in Ottawa in 1932. In 1935 he was loaned to the Government of Palestine for three years to inaugurate and take charge of a department of statistics in that country.

Mr. Marshall held the positions of Chief of the Internal Trade Branch, and formerly Assistant Dominion Statistician. He was also an adviser at the Imperial Economic Conference, and took a leading part in the conference of British Commonwealth Statisticians held in Canada in 1936, and represented Canada at the meeting of the International Institute of Statistics at Prague in 1939.

The index of employment published by the Dominion Bureau of Statistics indicates that at September 1, for the ninth successive month, the trend of industrial activity has been downward. The index of the physical

volume of business for September also continued to decline, being 7.4 points lower than in August. This, together with other statistics available reflecting industrial conditions in Canada, is shown in the table on page 1601.

During August there was a reduction of 23,820 persons (1.3 per cent) in the combined staffs of the 15,496 establishments supplying monthly data on employment. A reduction in employment at the beginning of September, as noted in the latest statistics, is contrary to the usual seasonal upswing recorded at this time of the year. This reversal of the normal trend was due to curtailment of munitions and war supplies production. The general trend was upward in the non-manufacturing industries and in manufacturing groups exclusive of factories formerly engaged in war work.

The index of employment at September 1 was 172.6. This was 2.4 points less than at August 1, and 12.9 lower than at September 1, 1944. The latest index is the lowest recorded since June 1, 1942. However, it greatly exceeds the September 1, 1939 index of 119.6. The highest index of employment on record was 190.5 at December 1, 1943.

The firms reporting for eight leading industries showed a combined working force of 1,764,621 at September 1, and a total disbursement in weekly salaries and wages of \$56,530,026. The staff total at August 1 was 1,788,441, and the payroll stood at \$57,389,540. Per capita weekly earnings at September 1 were \$32.04, as compared with \$32.09 at August 1. Comparable data on earnings reported at September 1 in previous years averaged \$31.69 per week in 1944; \$31.30 in 1943; \$29.29 in 1942; and \$26.04 in 1941. While over the past 12 months there has been a reduction of 7 per cent in the number of workers employed and of 5.9 per cent in the amount paid weekly in salaries and wages, per capita earnings have averaged somewhat higher. The September 1, 1945 average earnings exceeded by 1.1 per cent the average recorded at the corresponding date a year ago.

The contra-seasonal decline in employment recorded at September 1 was concentrated in the manufacturing industry group. Cutbacks in the production of durable manufactured goods resulted in the release of 30,460 employees or 5.5 per cent of the recorded personnel; 26,830 workers were laid off in the iron and steel industries and 3,200 in the non-ferrous metal products. Except in the production of chemicals and rubber goods, the trend of employment in the non-durable manufactured goods industries was generally upward. In the non-manufacturing industries, there were minor contra-seasonal con-

tractions in employment in logging and mining, but general, though not particularly marked expansion in the other non-manufacturing industry groups—communications, transportation, construction, services and trade.

Due mainly to the termination of war contracts, the volume of productive operations showed a decline of 3 per cent in September. The index of the physical volume of business was 205.3 for September as compared with 212.7 for August and 231.0 for September of the previous year. Lowered volume of production during September was indicated in mineral production, manufacturing, and electric power. There was also some curtailment of the volume of goods distributed during the month. The distribution index, based upon internal trade, railway transportation, imports and exports, fell from 184.0 in August to 166.8. Increased activity was indicated in the construction industry where the index rose from 150.0 in August to 168.7 in September.

Information available for the first eight months of 1945, as compared with the corresponding period in 1944, shows the index of the physical volume of business 8 per cent lower. The index of industrial production fell 11.8 per cent, mineral production 29.2 per cent, manufacturing 11.7 per cent, and the value of imports was 9 per cent lower. Slaughtering of cattle were 23.6 per cent higher but hog slaughtering showed a decrease of 35.6 per cent. There was a slight decline in the production of creamery butter while the output of factory cheese was increased by 6.3 per cent. The value of construction contracts awarded was 27.6 per cent higher than in the corresponding eight months of 1944. In the same comparison the consumption of firm electric power declined 8.7 per cent.

Fractional decline in cost-of-living index

The Dominion Bureau of Statistics cost-of-living index fell 0.2 points between September 1 and October 1, 1945. A further decline in the food group from 134.2 to 133.3 over-balanced minor advances for rents, clothing, and miscellaneous items. In the food section firmer prices for eggs were outweighed by seasonal declines in potatoes and other vegetables. The rent index mounted from 112.1 to 112.3, clothing from 122.2 to 122.4 and miscellaneous items from 109.5 to 109.6. Fuel and light remained unchanged at 106.7, and homefurnishings and services at 119.4.

The wartime increase in the cost-of-living index has been 18.8.

Investigation of disputes in transition to peacetime economy

P.C. 6482 of October 11.

The Order was passed under the War Measures Act, and amends P.C. 4020 of June, 1941, which had provided for the investigation of situations likely to be detrimental to the most effective utilization of labour in the war effort (L.G.; 1941, p. 613).

Authorization for employment of women in mining occupations rescinded

The Dominion Cabinet on November 5 rescinded two Orders in Council (P.C. 7032 and P.C. 8603) which gave authority to the International Nickel Company, Limited to employ women at their Sudbury and Port Colborne plants in Ontario, it was announced by the Hon. Humphrey Mitchell, Minister of Labour.

Permission to employ women in specified occupations was given the International Nickel Company early in 1942 in view of the scarcity of male labour. The conditions of work and the job classifications were set forth by the Dominion Minister of Labour in consultation with the Ontario Department of Mines. Some 50 occupational categories, other than technical, clerical and domestic work, in or about the mines, were listed as being suitable for female persons and continuous job inspection was provided for.

The production of nickel as part of the allied war effort was considered of paramount importance and every effort to assure a continuous labour supply was put forth by the Dominion Government and local company officials. Now that the crisis in the production of nickel has passed, the Government felt that the special measures introduced during wartime should be rescinded. A supply of male labour now becoming available renders the continued use of women in this capacity unnecessary.

Employers' plans for veterans' reinstatement

A recent study of the plans of industrial and commercial firms across Canada for the re-establishment in employment of former employees who are now being discharged from the Services indicates that Canadian employers are going far beyond the requirements of the compulsory Reinstatement in Civil Employment Act, according to Arthur MacNamara,

Appointment of Industrial Disputes Inquiry Commissions to investigate situations likely to interfere with the transition to a peacetime economy is provided for by Order in Council

Federal Deputy Minister of Labour. This Act, passed in 1942, accompanied by the Reinstatement Regulations of 1945, guarantees the re-employment rights of Canadians who served in the Armed Forces of Canada or any of the United Nations, their Merchant Marine and the Corps of Civilian Fire Fighters in the United Kingdom.

"The attitude of the Canadian employer", he stated, "is not, 'how much am I required to do?', but rather, 'how much more can I do?'"

The reinstatement of the war veteran is recognized by employers everywhere as the "number one" personnel problem of post-war reconstruction. The Deputy Minister emphasized the delicacy of the problems the employer had to face in readjusting his staff to fulfil with minimum dislocation the obligation to provide jobs for those who left to enlist. In this connection, many employers have instituted group discussions of veterans' problems for the guidance of their civilian wartime personnel including foremen and senior executives.

Employer plans as outlined call for contact with employees while still enlisted; job analysis to list opportunities to absorb former employees; an official welcome for their returned men and reintroduction to the firm and its personnel; a medical check-up; retraining if necessary; selective placement; and follow-up procedure to ensure that satisfactory re-establishment has been accomplished.

Towards the working out of the re-adjustment process, it was explained, the employer first obtains all the available information with regard to the ex-service man, including courses taken and experience obtained while in the Service, along with particulars of former employment. This is then set off against what is generally termed an "employee inventory" which lists particulars of the firm's working employees, and allows the management to plan ahead the re-disposal of civilian wartime staff.

Special importance is attached to the placement of the disabled veteran. Available occupations are analysed according to their physical demands and working conditions. The employer can thus determine the adaptability of disabled personnel for employment on the basis of their remaining capacities. In this case placement is generally made with the assistance of the Casualty Rehabilitation Section of the Department of Veterans Affairs or the Special Placements Section of the National Employment Service.

Ratification of International Labour Conventions sought

Minister of Labour, on October 22.

The first Convention, which was adopted by the general conference of the International Labour Organization in April, 1932, deals with the protection against accidents of workers employed in loading or unloading ships.

The second Convention concerns statistics of wages and hours of work, and was adopted in 1938.

The two resolutions were referred to the House of Commons Committee on External Affairs.

Paris Conference of I.L.O.

The 27th session of the International Labour Conference terminated in Paris on November 5. An account of the proceedings of the Conference will appear in a subsequent issue of the LABOUR GAZETTE.

The Conference voted to readmit Italy to membership in the International Labour Organization, from which she withdrew in December, 1939.

Italy was an original member of the International Labour Organization and played an active part at the first Conference in Washington in 1919.

The Conference also voted to readmit Guatemala whose membership in the I.L.O. terminated in 1938 when she withdrew from the League of Nations. In addition Iceland's application for admission was favourably acted on. This represents that republic's first membership in any international organization.

Canadian delegation to Maritime Conference A Preparatory Technical Maritime Conference of twenty of the most important maritime countries which are members of the I.L.O. was held in Copenhagen, Denmark, beginning November 15.

The meeting considered the following subjects with a view to the formulation of international minimum standards for seafarers, in preparation for the 28th (Maritime) Session of the International Labour Conference to be held next spring: (a) wages, hours of work on board ship, manning; (b) leave; (c) accommodation on board ship; (d) food and catering; (e) recognition of seafarers' organizations; (f) social insurance; (g) con-

tinuous employment; and (h) entry, training and promotion.

Canada was represented by the following delegation:—

Government Delegate: Mr. V. C. Phelan, Department of Labour, Ottawa.

Technical Adviser to Government Delegate: Captain Arthur Randles, Director of Merchant Seamen, Department of Transport, Ottawa.

Shipowners' Delegate: Capt. J. S. Thomson, Manager, Operating Dept., Park Steamship Co., Ltd., Montreal.

Seafarers' Delegate: Mr. J. A. Sullivan, President, Marine Joint Council and President of Canadian Seamen's Union, and Secretary-Treasurer, Trades and Labour Congress of Canada, Ottawa.

Meeting of industrial committees of I.L.O.

Two of the industrial committees set up by the International Labour Organization (L.G., July, 1945, p. 948) will meet for the first time in London,

England, in December.

The two committees are for the coal mining and inland transport industries. Canada will be represented on both by tripartite delegations comprising six members—two representatives each from government, labour and management.

The primary function of the committees at these first meetings will be to facilitate an exchange of views between labour, management and Government on the problems of the industries.

Plans of discharged service personnel

The proportion of job hunters among Canada's ex-service men and women is decreasing as the discharge flow accelerates, the

Hon. Ian A. Mackenzie, Minister of Veterans Affairs, stated on October 18.

Pre-discharge interviews by officers of the Department of Veterans Affairs at Release Centres throughout the Dominion reached a new high of 37,252 in August and of these discharged personnel only 28.6 per cent are actually seeking employment, as compared to the previous month's figure of 32.4 per cent, the Minister said.

Few veterans were without definite plans for their future and only 5.8 per cent were still undecided at the time of discharge, the August summary discloses. Vocational training is the program for 10 per cent of the total while 4.6 per cent plan to attend University. Reinstatement in their old jobs is expected by 25.6 per cent and 7.5 per cent are returning to their own farms or businesses.

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New jobs are available for 14.4 per cent of the total interviewed. Those seeking assistance for full-time farming, small holdings and commercial fishing make up the remainder.

Lucien Dugas appointed to National War Labour Board

Mr. Lucien Dugas of Joliette, Quebec, has been appointed a member of the National War Labour Board. Mr. Dugas took office on November 1, replacing Mr. Leon Lalonde of Montreal, who has resigned.

Opportunities for employment in agriculture

In a recent statement the Minister of Labour, Hon. Humphrey Mitchell, outlined the opportunities for employment and for re-establishment in agriculture for workers formerly engaged in war industries, and returning service men. He stressed particularly dairying and live-stock farming.

He declared that the wartime increase in income enjoyed by the farmer had resulted in better rural living standards. The national cash income from the sale of farm products totalled 654 millions of dollars in 1938, rising to a peak of 1,799 millions in 1944.

"Similarly, the wages of the farm worker are more than double the pre-war standard", the Minister said. "Total earnings of the farm worker to-day compare favourably with the returns of his fellow in industry."

The Department of Agriculture has stressed the urgent need to maintain and increase wherever possible the production of farm products, if post-war food export requirements are to be filled.

In view of the continuing need for men in agriculture, it is desired to approach those workers whom the reconversion from wartime to peacetime industry has left temporarily unemployed, and service men returning to agricultural employment, including those wishing to re-establish themselves as farm operators under the provisions of the Veterans' Land Act.

With regard to the industrial worker, it was emphasized that those entitled to unemployment insurance benefit may retain their right to qualify for benefits up to a maximum of two years from the time their right to draw benefit was established.

Mr. Mitchell felt that many workers from war industries, especially those with farm experience, should explore the possibilities of the available farm jobs. He would urge also that men from the Armed Forces, who have been away from farm work for a considerable number of years, might well consider the

advantage of becoming re-acquainted with conditions on the farms of to-day. Time now spent on a progressively operated farm would enable the Service man to better prepare for re-establishment on a farm of his own. This would have the two-fold effect of easing the transition to their former occupation and would provide essential manpower for increased agricultural production.

**Release of men
from Armed
Forces for
farm
employment**

Provision for the release of men from the Armed Forces to engage in agriculture, has been made since early in the year through the agency of Agricultural Labour Survey

Committees in each of the thirteen Mobilization Divisions. Arrangements have also been made whereby men otherwise ineligible for discharge at this time may be granted extended leave to engage in farm work.

Committees consist of provincial directors of farm labour, regional employment advisers, representatives of Mobilization Boards, and representatives of the Armed Services. Therefore, the Committees are aided by men who are conversant with the problems of agriculture, including farm labour problems.

While the Committees deal mainly with farm workers, they also advise in some areas on the release of men for logging, fishing and food processing plants.

The Committees have close contacts with the Armed Services, and have been successful in reducing delays in securing the actual release of men. Since July 1 this year the Committees have reviewed more than 5,000 applications for the release of farm workers.

The Committees also advise farmers and other basic industries on the procedures involved in securing men from the Services who are anxious to take up work in any of these lines.

The men in the Services who are particularly interested in returning to farm work or to other basic industries are usually those who are related to the farmer, or who have worked for the employer for some time. But this is not always the case, and arrangements have been made for quite a number who have volunteered for jobs of this type.

**Administration of
Combines Act
transferred from
Labour
Department**

The October issue of the LABOUR GAZETTE carried a note on the transfer of the administration of the Combines Investigation Act from the Minister of

Labour to the Minister of Justice. A brief outline of its previous administration is presented below.

The transfer was effective from October 1, 1945, by Order in Council under the Public Service Rearrangement and Transfer of Duties Act. The Combines Investigation Act, which provides facilities for the investigation of commercial combinations and monopolies which may be alleged to have operated in restraint of trade and to the detriment of the public, had been administered under the Minister of Labour for more than twenty years since its enactment in 1923. A previous Combines Investigation Act, passed in 1910, also was administered by the Minister of Labour.

Participation in the formation or operation of a combine as defined in the present Act is an indictable offence. Prior to the present transfer the Minister of Justice was responsible under the Combines Investigation Act for certain decisions connected with prosecutions and the instructing of counsel in proceedings under the Act.

F. A. McGregor, Commissioner of the Combines Investigation Act and Enforcement Administrator of the Wartime Prices and Trade Board, has been Registrar or Commissioner under this Act for the past twenty years and has been associated also with the Wartime Prices and Trade Board since 1939. The staff of the Combines Investigation branch, which has been engaged also since 1941 in the work of the Enforcement Administration of the Wartime Prices and Trade Board, has now been transferred from the Department of Labour to the Department of Justice.

Articles dealing with investigations and prosecutions of combinations in restraint of trade have been published in the LABOUR GAZETTE since the establishment of the Department of Labour in 1900.

**Monthly bulletin
of the Wartime
Bureau of
Technical
Personnel**

The Wartime Bureau of Technical Personnel, in its monthly bulletin, reports that although firms find it difficult to forecast their needs for technical personnel at the present time,

actual placement continues to be higher than for any previous comparable period.

The bulletin states that in the Chemistry and Chemical Engineering group, there is, at present, an apparent surplus of available technical persons, but the number involved is something in the neighbourhood of two per cent of those whose training has been in this field and there is every indication that the small temporary surplus will disappear with the stepping up of peacetime production.

A small surplus also exists at the moment in the mineral engineering group, comprising

mining, metallurgy, and geology, but here again the numbers involved are considerably under two per cent of the total number in Canada. As the general labour situation improves in the mining and related industries, the present surplus will be very rapidly absorbed.

One very urgent demand over the past few weeks has been that for teaching staffs for the universities. By the end of September, while there were still some posts unfilled, arrangements had been made to secure the great majority of the instructors needed. A substantial proportion of those engaged was drawn from the armed forces.

Technical persons were absorbed by the armed forces for technical appointments at an average rate of about 100 per month during the five years that service establishments were being built up. The return of those involved to civil life began to assume significant proportions by the end of 1944, but it was only after V-J Day that the numbers reported as taking up civilian employment began to exceed 100 monthly. Based on the sharp increase in the number of service personnel visiting the Bureau's offices, corresponding increases are anticipated in the rate at which ex-service personnel are absorbed in civilian employment.

The total number of permits issued by the Bureau for the employment of individual technical persons amounted, at the end of September, to 17,055. Due to enlistments and civilian turnover, 6,408 of those permits had ceased to be in effect, leaving 10,647 in the "live" files.

Continuance of facilities for waterfront workers at Halifax

Although the longshoremen's pool at Halifax has been abolished (L.G., Oct., 1945, p. 1412) the Government has decided to continue to provide suitable living accommodation and eating facilities at reasonable rates for the use of waterfront workers. This decision was made in view of the shortage of accommodation and facilities in Halifax, and was implemented by Order in Council P.C. 6493, October 12, 1945.

Recent changes in controls over Japanese in Canada

Owing to the cessation of hostilities, several changes have been made in War-time Regulations covering movement, placement and care of Japanese evacuated from Pacific Coast protected areas.

Order in Council P.C. 5637 of August 10, 1945, transferred from the Defence of Canada Regulations to P.C. 946 (the basic Japanese

Control Order) authorization for the continued internment of Japanese civilian internees, with provision for the Minister of Justice to consider applications for release as heretofore.

Order in Council P.C. 5972 of September 14, 1945, amended the Defence of Canada Regulations concerning firearms but provided for continued prohibition on Japanese possessing or carrying firearms or explosives anywhere in Canada.

Order in Council P.C. 5973 of September 14, 1945, continued the prohibition on Japanese purchasing or leasing property (for more than a year) without a permit, and transferred from the Minister of Justice to the Minister of Labour the authority to grant permits for such purchase or lease by Japanese.

Hours of work in Ontario

The Ontario Hours of Work and Vacations with Pay Act (L.G., 1944, pp. 906, 1180), which during the war had not been applied to essential and war industries, was recently declared to apply to these industries beginning November 1, 1945.

The Act limits working hours in any industry or business to 8 per day and 48 per week, except where a written permit for longer hours has been given by the Industry and Labour Board, or under regulations of the Board authorizing exceptions. These longer hours may not exceed a total of 120 during a calendar year.

For the period between November 1 and December 31 of the current year, however, an employer will be permitted to adopt up to 30 hours overtime without obtaining written consent.

Report on Workmen's Compensation in Canada

The July, 1945, edition of the mimeographed pamphlet, "Workmen's Compensation in Canada", which compares provincial legislation on workmen's compensation was issued recently by the Department of Labour. Included in the pamphlet are the changes made between July, 1944, and July, 1945, in the scale of compensation in Manitoba, Nova Scotia, Quebec, and Saskatchewan, additions to the list of industrial diseases compensatable in British Columbia and Nova Scotia, and other amendments in Manitoba and Saskatchewan.

The arrangement of the material is similar to that in earlier editions. Tables show compensation benefits and the industrial diseases compensated in each province. The pamphlet deals with such subjects as administration, the scope of the legislation, the

risks covered, medical aid, and accident prevention. Copies of the publication may be obtained by applying to the Legislation Branch, Department of Labour, Ottawa.

Manual to assist job placement of ex-naval personnel

A manual entitled, "Naval Rates—Their Meaning for Employees", has been prepared by the navy's Directorate of Personnel Selection for distribution to all local employment offices. The manual (a companion volume to the "Employer's Guide" published by the Royal Canadian Air Force) is designed to assist those who are endeavouring to place ex-naval personnel in work which will utilize, to the fullest extent, naval training and experience.

Union security plans in United States and Canada

The Department of Industrial Relations of Queen's University recently issued a bulletin of 59 pages (No. 10) entitled "Union Security Plans". It is somewhat in the nature of a sequel to bulletin No. 9 entitled, "The Closed Shop", published by the same Department a year ago (L.G., 1944, p. 1451).

The author of the bulletin states that the latest bulletin "is prompted by the thought that some employers and some unions who hold opposing views on union security would like to discover a solution to their difficulties in a middle course". He defines and analyses the terms "union shop", "closed shop", "maintenance of membership" and "the check-off" and presents his views with respect to specific applications of these in union-management agreements in the United States and Canada.

The bulletin concludes with a rehearsal of the arguments for union security offered by the unions and the counter presentations of the employers. It is held that consolidations of maintenance of membership and check-off provisions may prove helpful for reference purposes in the adjustment of future disputes on union security.

Physical fitness projects in Ontario

Community programs of physical training and recreation are to be assisted financially by the Ontario Government according to regulations issued under the Department of Education Act on September 25, 1945.

A municipal council carrying on a community program which is in the charge of a local committee of two or more persons appointed by the council, which is operated on a non-profit basis, and the content, facilities and leaders of which are approved by the Minister of Education, may be

granted annually a sum not exceeding \$3,500. The grant includes a third of the salary of the program's director but not more than \$500, a third of the salaries of assistant directors but not more than \$500 for each, and 20 per cent of the approved maintenance and operating costs, the maximum grant for these being \$400. Local committees may also accept contributions from individuals and organizations.

Organizations conducting camps for children and adults on a non-profit basis will be granted 50 per cent of the actual cost of the transport of campers and leaders to and from the camps, but the maximum amount will not exceed a \$1 for each person.

An organization providing facilities for recreation which is not otherwise eligible for a grant may be given not more than \$1,000.

Adult education in Ontario

Regulations of September 25, 1945, under the Department of Education Act authorize the Lieutenant-

Governor in Council to establish the Universities' Adult Education Board of Ontario to formulate a plan of adult education, to encourage the formation of local councils, and co-operate with voluntary agencies, educational authorities and Government departments in promoting adult education.

A Director of Adult Education is to be appointed by the Board which will be composed of one representative nominated by each of the following: the Canadian Association for Adult Education, the Ontario Departments of Agriculture and Education, Carleton College at Ottawa, the Ontario Agricultural College, Queen's and McMaster Universities, and the Universities of Toronto, Ottawa, and Western Ontario.

The Board is authorized to pay the salaries of its employees and the travelling expenses of its members and employees, and may issue grants to local councils or other voluntary organizations whose projects are in accordance with the plan of adult education. The Board may accept contributions from individuals and organizations, and is required to submit to the Minister of Education an annual audited financial statement.

Publication of Industrial Relations Bulletin by Laval University

The Department of Industrial Relations of Laval University, Quebec, has begun publication of a monthly *Industrial Relations Bulletin*. The purpose of the Bulletin, which contains articles in both French and English, is stated to be "to objectively acquaint its subscribers with questions of present interest to capital and labour".

University courses for British union officials *Labour and Industry in Britain*, a publication of British Information Services, in its issue for November states, that a joint committee

representing the British Trades Union Congress and the London School of Economics are going ahead with plans for giving an intensive university course to trade union officials, "either as full-time day students for one year, or as part-time students for two years". The students will be chosen on the recommendation of their unions and must show that they have the training and experience necessary to benefit from the course. The course will cover applied economics and economic and social history, as well as trade union organization, administration and policy.

It is stated further, that at a recent meeting of the Trades Union Congress, plans were also advanced for the establishment of an educational institution to be built in London at the new headquarters of the union movement. This project is intended to supplement "the extensive educational work already being undertaken through the Workers' Educational Association, the Labour Colleges, Ruskin College at Oxford, and other bodies".

Joint committee of C.I.O. and British T.U.C. It was reported in the *New York Times* of October 25, that the General Council of the British Trades Union Congress had agreed to set up a joint committee with the Congress of Industrial Organizations for the purpose of exchanging views on common problems.

Previously the British T.U.C. had had official relationships only with the American Federation of Labour in the United States. However the A.F.L. has declined to participate in the formation of the World Trade Union Federation, in which the C.I.O. is thus the only United States representative. At the recent annual conference of the T.U.C., a resolution inviting the C.I.O. to be represented at future T.U.C. meetings was referred to the General Council.

Employment for disabled in Great Britain The British Information Office has given notice that a register for disabled persons has been opened in Britain. On it may register anyone suffering disability through war wounds, accidents at work, or any other cause. Enrolment is not a duty but a right and so that disabled persons may obtain the various privileges to which they are entitled, especially that of opportunities of obtaining employment. They may attend vocational training courses free of charge.

Conditions of registration require that (a) the disablement is likely to last at least six months; (b) the applicant is "ordinarily resident" in Great Britain; (c) that he or she desires remunerative employment and has a reasonable prospect of keeping a job. Disablement advisory committees, composed of an equal number of employers' and workers' representatives, together with doctors and other specially qualified persons, provide the necessary technical knowledge.

The Government employment exchanges have the responsibility for obtaining suitable posts for the disabled and the Minister of Labour will compel factory owners employing more than twenty people, to choose a specific number of employees from the ranks of the disabled, the quota to be determined after completion of the register. It was estimated that, at first, this quota would amount to only two per cent of the total staff employed, but, if necessary, it would be increased. It has been authoritatively estimated that the number of disabled persons likely to register would be about one million.

Reinstatement of veterans in the United States The United States Selective Service System issued new regulations during September, for the guidance of local draft boards in administering the Selective Service Act dealing with the reinstatement of veterans in their former employment.

The new regulations are designed to facilitate the formulation of and adherence to a uniform policy in interpreting the key provision of the Act which states that a veteran "who was in the employ of a private employer shall be restored to such a position of like seniority, status, and pay unless the employer's circumstances have so changed to make it impossible or unreasonable for him to do so."

One of the problems previously arising was found in situations involving a reduction in force, where an employer had been able to reinstate a veteran only by dismissing a non-veteran with greater seniority. The new regulations hold that actual restoration to the former job is required, regardless of relative seniority, even if such restoration necessitates such dismissal. Moreover, in the case of lay-offs within a one-year period following restoration, the veteran is entitled to maintain his position even if it results in the lay-off of a non-veteran with greater seniority.

Another problem arising from the reinstatement clause is that of deciding who holds the legal right in the case of successive holders of one job who apply for re-employment. The new interpretation holds that all service men

are entitled to re-employment in their old jobs, or jobs of like seniority and pay, with protection against arbitrary lay-off or dismissal for one year.

Previous interpretation held that only the senior veteran of the Second World War held the legal right to reinstatement in this case.

The regulations specify that a veteran must have held a position other than a temporary one before he is legally entitled to reinstatement. However, as concepts of what constitutes temporary employment vary greatly in industry, the new regulations require that the definition of "other than temporary" employment consider many more factors than the simple one of whether the man held a permanent job. The status of each individual is to be determined "by the character of the employment relationship and not merely the particular assignment being carried out at the time of entry into active military service," the regulations state.

In the question of wage increases, the United States National War Labour Board, in March, 1945, affirmed a directive order of a regional board that a veteran is entitled to all automatic wage increases granted in his absence to which he would have been entitled had he been continuously employed. This does not include promotions from one job grade to another calling for greater or different skill, or to a *bona fide* apprentice or trainee program under which advancement is governed by skill and ability as well as service.

Anti-discrimination Council of State Government employment laws enacted in New York, New Jersey and Indiana

Recently the United States Government reported that laws designed to prevent discrimination in employment have been passed in New York, New Jersey and Indiana.

New Jersey and Utah also have enacted more general anti-discriminatory legislation. In addition New Jersey passed six laws banning racial and religious discrimination in schools, municipal hospitals, hotels and places of entertainment.

New York led the country in establishing the first fair employment practices commission under the Ives-Quinn Act. This Act is designed to prevent an employer from refusing to hire, or to discharge, or to discriminate against any individual with regard to terms of employment or compensation due to race, creed, colour, or national origin. The law also prohibits exclusion, expulsion or discrimination for any of these reasons. Thus the inquiry by any employer or employment agency into any of these matters is outlawed.

Complaints are received and investigated by a commission of five, which may issue cease and desist orders. If these orders are ignored, the commission may appeal to the State Supreme Court for an order requiring obedience. A violation may be treated as contempt of court.

The Indiana law grants everyone the legal right to obtain employment without discrimination because of race, colour, creed and national origin of parents. It authorizes the Commissioner of Labour to instigate studies of discrimination practices in employment, and to recommend measures for their eradication.

Analysis of U.S. War Labour Board rulings on union demands

A recent issue of *Personnel*, publication of the American Management Association, contains an article by two members of the University of Purdue faculty, analysing the rulings of the National

War Labor Board from 1942 through 1944. According to the authors, of 2,055 union demands during the period, 40 per cent were attained by the unions in toto, 19 per cent secured in part, 39 per cent were denied and 2 per cent withdrawn by the unions. High percentages of the demands presented by unions in the clothing, metal, petroleum and transportation industries were refused, while unions secured a large measure of their demands in the following industries: communications, electrical appliances, retail trade, mining, rubber, food and chemicals. Unions in the American Federation of Labor and Congress of Industrial Organizations attained, in whole or in part, 62 per cent and 59 per cent of their demands, respectively.

Sick-leave provisions in union agreements

The United States Bureau of Labor statistics has issued a bulletin entitled *Sick-Leave Provisions in Union Agreements*. The bulletin is based on an

examination of 5,000 agreements current as of December, 1944. The majority of these provide leave without pay, but without loss of seniority. However, in 350 agreements sick leave is provided with pay, three-quarters of these being found in non-manufacturing industries.

The report states that only a small proportion of the agreements specifically mention maternity leave, but in cases where no mention is made it is possible that this is covered by sick leave.

Paid-sick-leave plans are divided into three groups on the basis of the proportion of regular wages provided: (1) full pay for a

limited period; (2) less than full pay for a limited period, i.e., a stipulated portion of regular wages; (3) payments to supplement group-insurance or workmen's compensation benefits.

The maximum period for which payment is made is almost always stipulated in the agreement. It varies from 3 days per year for all employees to as much as 52 weeks per year in graduated plans. Some agreements stipulate that periods may be extended through the accumulation of unused leave, others by permission of the management.

In over half the agreements medical evidence is required in the form of a certificate from a doctor, and in a small number, sick-leave pay is denied when illness results from negligence, misconduct, immorality, venereal disease, or use of drugs.

Most agreements carefully distinguish between vacation and sick-leave allowances by providing safeguards against using sick-leave time as a vacation.

New York State School of Industrial and Labor Relations The New York State School of Industrial and Labor Relations, the first school of its kind, opened at Cornell University, Ithaca, on November 1. It will provide a four-year course,

with intensive study of technical subjects needed in industrial and labour relations in the last two years.

Graduates will qualify for such jobs as research specialists, analysts, economists, junior personnel managers, industrial relations specialists, labour union representatives, and for jobs in the government.

U.S. War Production Board replaced by new agency The organization of the United States Civilian Production Administration, by direction of President Truman, will take over the remaining functions, powers, duties, and personnel of the War Production Board, a W.P.B. news release stated. The effective and highly skilled W.P.B. organization is not being disbanded, but is being continued under another name and considerably smaller in size.

The six main functions of the Civilian Production Administration will be to:

- (1) Use authorized powers of the C.P.A. to expand production of materials which are in short supply.
- (2) Limit the use of materials which are still scarce.
- (3) Restrict the accumulation of inventories so as to avoid speculation, hoarding,

and unbalanced distribution which would curtail production.

- (4) Grant priorities assistance to break bottlenecks which threaten to impede reconversion.
- (5) Facilitate the fulfilment of relief and other essential export programs.
- (6) Allocate scarce materials or facilities necessary for the production of low-priced items essential to the continued success of the stabilization program.

The bulletin declares that a short time ago most things were in such short supply, that they were inadequate for reconversion needs. Now, however, only a relatively few things are so short as to possibly hamper production. C.P.A. is retaining within its organization sufficient specialists, in the scarce items, to deal with the situation. Should further insufficiencies develop, it can and will draw back specialized personnel in any field, in order to solve the problem of speeding production of scarce resources.

The objectives of the C.P.A. are full employment and full production as rapidly as they can be attained, the bulletin declares. "While we are reaching these goals we must avoid a competitive scramble, a buyer's scramble; we must avoid hoarding, pre-emptive buying, or run-away inflation."

Australian Govt. white paper on full employment The Government of Australia has published a white paper on full employment. It declares that full employment can be maintained only as long as total expenditure by individuals, firms, public authorities and overseas buyers matches the total production of the country.

"The essential condition of full employment", it asserts, "is that public expenditure be high enough to stimulate private spending to the point where the two together will provide a sufficient demand to absorb the production of a fully employed economy".

This policy "may maintain such a pressure of demand upon resources that for the economy as a whole there will be a tendency towards a shortage of men instead of jobs".

In the case of private capital expenditure with its inherent tendency to fluctuate, the paper expresses belief that the greatest single contribution towards stability will be the assurance that total spending will be maintained at high and stable levels.

The government will seek agreements with other nations to maintain employment within their own territories, thus expanding international trade.

The paper gives details of the various techniques by which the objective of full employment is to be attained.

Emphasis throughout the paper is on the need for unified action by the commonwealth and state governments. The National Works Council is described as a "useful instrument of joint planning of both immediate and long-range public works programs". A national employment service is to be set up.

Formation of new international labour body The World Federation of Trade Unions came into being in Paris on October 3, upon the adoption of a final draft of a constitution, by delegates of 65 countries.

The Canadian Congress of Labour was represented by its secretary-treasurer, Pat Conroy, who has been nominated as Canadian representative of the executive committee of the new body.

A report on the W.F.T.U. will be published in a subsequent issue of the LABOUR GAZETTE.

Peru ratifies eleven ILO conventions The Peruvian Congress has ratified eleven International Labour Conventions according to an announcement made on November 5 by the International Labour Office.

These ratifications, which are the first to be registered by Peru, bring to 913 the total number of ratifications of the 67 Conventions adopted by the International Labour Conference since 1919. Fifty-one countries have ratified one or more Conventions.

In ratifying these Conventions Peru is committed to take measures which will give them effect, and to report annually to the I.L.O. on these measures.

The eleven Conventions follow: Hours of Work (Industry), 1919; Night Work (Women), 1919; Right of Association (Agriculture), 1921; Weekly Rest (Industry), 1921; Equality of Treatment (Accident Compensation), 1925; Sickness Insurance (Industry, etc.), 1927; Old-age Insurance (Industry, etc.), 1933; Invalidity Insurance (Industry, etc.), 1933; Survivors' Insurance (Industry, etc.), 1933; Night Work (Women) (Revised), 1934; Underground Work (Women), 1935.

Joint committees in Swedish State factories The Swedish State Ordnance Factories, through their Wage Negotiation Board, have concluded an agreement with the Ordnance Workers' Union, which is to run for two years, for the establishment of a joint production committee at every State Ordnance workplace employing at least 75 workers under collective agreement. The Production Com-

mittee will advise the works superintendent and will consist of three representatives each from the employers and workers. Workers' representatives will be compensated for loss of earnings while attending meetings.

The agreement was reached in connection with the general negotiations for a new collective agreement and follows representations made by the Ordnance Workers' Union to the Government. After the Union petitioned the Government to investigate the possibility of introducing production committees, the Minister for Defence requested the head of the Ordnance Factory Board and the Secretary of the Swedish Trade Union Federation to prepare reports which might form the basis of an agreement.

All questions to be referred to production committee must first be considered by the union branch sub-committee. The latter then submits a written report to the employers' delegates with suggestions as to a solution. Each side discusses separately whether they consider that the question should be dealt with by the production committee. Production committees meet quarterly and special meetings may be called by the chairman.

Lectures on industrial accidents published Late in the autumn of 1944, the Extension Department of the University of Toronto, in co-operation with the Toronto-York Division of the Industrial Accident Prevention Associations of Ontario, conducted an eight weeks' course on "Industrial Accident Prevention".

Lectures were given by the following authorities on industrial safety: J. Paterson, Personnel Officer, The Steel Company of Canada, Limited, "Safety Organization"; R. B. Morley, General Manager, Industrial Accident Prevention Associations, "The History of Accident Prevention in Ontario"; H. Mabson, R.P.E., Chief Inspector, Industrial Accident Prevention Associations, "Safety Inspection"; Professor K. S. Bernhardt, "Safety Psychology"; Eric Crawford, Editor, Canadian Machinery and Manufacturing News, "Safeguarding the Working Place"; G. M. Neff, Safety Manager, Lever Brothers Limited, "Personal Protection"; K. A. Burgess, Canadian Kodak Company, Limited, "Accident Prevention and Reports"; Dr. F. R. Griffin, "The Industrial Doctor and Accident Prevention"; E. E. Sparrow, Imperial Varnish and Colour Company, "Education and Safety Consciousness".

In recent weeks the Industrial Accident Prevention Associations of Ontario issued, in a limited edition, a verbatim report of the lectures.

Union Status in Collective Agreements in the Iron and Steel Industry in Canada, 1945*

A re-check of the data used as the basis of the article, *Union Status in Collective Agreements in the Iron and Steel Industry, 1945*, published in the October issue of the *LABOUR GAZETTE* (p. 1426) indicates that certain revisions are necessary.

Seven establishments in the shipbuilding industry listed as having agreements with no requirements as to union membership should be listed as having closed shop agreements. The establishments employ 19,252 workers.

For the entire iron and steel industry the percentage of workers under agreements with no requirements as to union membership should thus be 85.0 per cent instead of 93.0 per cent; while the percentage under closed shop agreements is 8.1 per cent instead of 0.1 per cent. Other percentages remain unchanged, as follows: under maintenance of membership agreements, 4.7 per cent; under union shop agreements, 2.2 per cent.

The figures for check-off in the shipbuilding industry are also changed. There are seven establishments employing 3,136 workers with check-off agreements, instead of five establishments employing 561 workers. For the entire iron and steel industry the percentage of workers under check-off agreements should be 18.8 instead of 18 per cent.

The following changes in last month's article are necessary:—

Under the heading "Shipbuilding", on page 1440, the first paragraph should read as follows:—

"Maintenance of membership clauses are found in agreements for three shipyards in-

volving 3,399 workers. Union shop agreements are in effect for nine shipyards affecting 2,191 workers. Closed shop agreements are in effect for seven shipyards affecting 19,252 workers. Agreements for all other shipyards have no requirements as to union membership."

On the same page, the first sentence of the seventh paragraph of the subdivision of "Shipbuilding" should read as follows:—

"The check-off is provided in agreements in seven of the shipyards, involving 3,136 workers."

These corrections necessitate certain other changes in the text: In the "Summary" on page 1426, the percentage of workers under agreements which have no requirements as to union membership is 85.0, while the percentage under closed shop agreements is 8.1.

On page 1435, the first sentence of the third paragraph should read:—

"Closed shop provisions, under which only union members may be employed, are found in agreements for 15 plants, affecting 19,527 workers."

On the same page, the first sentence of the fifth paragraph should read:—

"The check-off, by which the employer agrees to deduct union dues and assessments from the wages of all or certain employees and to turn these over to the union officers, is provided in agreements for 62 establishments, affecting 45,026 workers."

The table on page 1428 is reproduced below with the necessary changes.

NUMBER OF ESTABLISHMENTS AND NUMBER OF WORKERS† UNDER AGREEMENTS IN MANUFACTURING OF IRON AND STEEL AND THEIR PRODUCTS AND THE NUMBERS UNDER AGREEMENTS WITH NO REQUIREMENTS AS TO UNION MEMBERSHIP, MAINTENANCE OF MEMBERSHIP, UNION SHOP, CLOSED SHOP AND CHECK-OFF PROVISIONS OF THE AGREEMENTS

	Under Agreement		No Requirements as to Union Membership		Maintenance of Membership‡		Union Shop		Closed Shop		Check-off	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
Aircraft and Aircraft Parts.....	28	70,759	26	67,592	1	2,161	1	1,006	.....	.....	6	26,976
Automobiles and Automobile Parts.....	25	17,672	22	17,378	1	75	2	219	.....	.....	1	111
Boilers, Engines and Machinery..	84	15,141	57	13,361	13	1,101	9	504	5	175	14	3,295
Farm Equipment.....	10	10,750	10	10,750	.....	.....	.....	.....	.....	.....	14	2,572
Foundry Products.....	67	12,049	49	9,957	11	1,095	6	957	1	40	6	403
Hardware and Tools.....	21	2,160	17	1,912	1	124	2	91	1	33	3	5,234
Primary Iron Products.....	9	15,642	9	15,642	.....	.....	.....	73	.....	.....	6	3,073
Sheet Metal Products.....	16	5,408	11	3,026	4	2,304	1	73	.....	.....	7	3,136
Shipbuilding.....	38	57,461	19	32,619	3	3,399	9	2,191	7	19,252	.....	.....
Wire and Wire Products.....	11	3,694	10	3,574	.....	.....	1	120	.....	.....	.....	.....
Miscellaneous Iron and Steel Products.....	27	28,513	21	27,575	2	873	3	38	1	27	5	226
Total.....	336	239,249	251	203,386	36	11,132	34	5,204	15	19,527	62	45,025

† The total number of establishments in this industry was 2,044, and the average number of employees 435,744, in 1943.

‡ Without any obligation on employees to join the union.

* A limited supply of reprints of this article with the corrections given in this issue, is available on request from the Department of Labour.

Canada and International Cartels

A REPORT on cartels, tabled in the House of Commons on November 8, by the Hon. Minister of Justice, recommends Canadian support for the establishment of an international office, connected with the United Nations Organization, to be concerned with deterring undesirable cartel practices.

The report was submitted to the Minister of Justice by F. A. McGregor, Commissioner of the Combines Investigation Act, who headed a group named to study the nature and effects of international cartels and related types of trade combinations from a Canadian point of view. The study is based on information submitted by Canadian organizations and business firms, on available material in possession of branches of the Dominion Government, and on the results of inquiries made by the United States Department of Justice and Congressional Committees. Results of the United States' investigations should not be taken as conclusive in respect to Canada, the report states, but recommends that special consideration should be given to them because of the close relationship between Canadian and United States' industries.

Examples of cartel arrangements affecting Canadian production, consumption, and trade are reviewed by the report. It refers to restrictive aspects of external financial control of Canadian industrial and commercial companies, and the use of patent rights by cartels to establish comprehensive systems of market control. A summary is provided of current proposals for intergovernmental and national action to prevent abuses arising from the exercise of monopolistic powers under various types of international cartels.

Broad lines of approach are proposed in the recommendations made for the application of public policy to both domestic and international practices in restraint of trade. The experience of the past is used to emphasize the need for effective public action to prevent private restrictive arrangements from impeding the conversion of industry to an expanding peace-time program of employment and trade. The establishment of a well-manned organization under the Combines Investigation Act is recommended to assist in maintaining favourable conditions for free enterprise through preventive as well as punitive proceedings. The removal of undue restrictions might also be assisted by employ-

ing federal powers relating to tariffs, patents, taxation and public regulation as the circumstances require.

Effects of Cartels

The report discloses that in the two decades between World War I and World War II restrictive trade agreements of private interests flourished and spread; and that in so doing they (a) limited production and impeded the most efficient use of world resources; (b) raised or maintained certain consumer prices; (c) restricted the import and export of certain commodities; (d) restricted the use to which certain commodities might be put; (e) nullified external trade policies in certain respects; (f) resisted technological advances in certain fields; (g) created patent pools or monopolies covering wide fields of endeavour; (h) assisted the formation of private industrial empires which tended to supplant governments in the determination of certain national commercial policies.

Canada, in common with other industrial countries, was affected by these practices. Some of the results were obviously detrimental to the interests of this country. Others, it might be contended, were beneficial, in that markets were guaranteed and prices were stabilized for Canadian producers. The report concedes the complexity of the results, and the impossibility of striking an accurate balance sheet of gains and losses. But it adds, significantly: "Any such balancing of national advantage and disadvantage from the operation of cartels is, however, misleading. Canada has a more serious interest in the totality of cartelization than in the mere sum of the effects of particular cartels. For cartel agreements are one important part of a network of restrictive practices, private and governmental, which spread over the world in the period between the two World Wars. . . . The interest of Canada in the revival of world trade and in the adoption of policies of expansion transcends any such balancing of possible advantages and disadvantages."

Chapter I of the report describes cartel arrangements affecting commodities (a) for which Canada is dependent wholly or in large part on importations; (b) which Canadian producers are able to produce in adequate quantities for the home market and are given exclusive enjoyment thereof while being

barred from exporting; and (c) which Canadian exporters sell outside of the country in conformity with cartel allocations. Among the many interesting disclosures of trade practices in effect between 1919 and 1939, drawn from the records of United States and Canadian inquiries, the following may be cited:—

Fertilizers.—Prices of principal fertilizer materials—potash, nitrogen and superphosphates—have been controlled under various cartel agreements, some world-wide in extent. The cartels have divided markets and allocated export quotas among members. The resale of potash was deliberately kept high to prevent farmers mixing their own fertilizers.

Plate Glass.—Canada needed British plate glass to fulfil "Empire content" clauses of the British preferential tariffs, but, despite the fact that in 1932 British plate glass was placed on the free list, auto manufacturers could not obtain more than 22 per cent of their requirements from England, having run athwart the plate glass manufacturers' private agreements.

Sulphur.—Cartel agreements with European producers assisted United States exporters to maintain the price of sulphur, one of Canada's important imports, since it is used as raw material for the manufacture of paper, at \$16 a ton all through the depression, and to raise the price to \$17 a ton in 1937, the two principal North American producers showing average profits of 13 per cent and 29 per cent respectively over a period of two decades.

Dyestuffs.—Canada's importation of dyestuffs, on which this country is wholly dependent, as there is no production here in commercial quantities, was under the control of the dyestuffs cartel, among whose members or associates were I. G. Farben, du Pont and CIL (as Canadian agent).

Machine Tools of Tungsten Carbide.—Cemented tungsten carbide for machine tools could be imported only from General Electric and its subsidiary, Carboloy in the United States, which had secured virtual monopoly control under an agreement with German Krupp. The price was raised from \$50 per pound to \$453 per pound (following the agreement) and then fell to \$205 per pound in 1936, remaining at that still exorbitant level until the General Electric Company was indicted under the United States anti-trust laws. Then prices fell steeply in the United States, dropping at once for small quantities from \$205 per pound to \$55 and then to \$32.

Magnesia Refractories.—High grade magnesia refractories could be obtained by Canadian

users only from two American manufacturers who held the sole import rights for North America.

Paints.—The import of titanium pigments was subject to what amounted to a world combination in this important commodity.

Chemicals.—In the chemical field, Canadian Industries Limited was brought into being by ICI and du Pont for a specific purpose, to serve the Canadian market, and was not permitted to export even when such trade was encouraged under preferential tariffs between Canada and other countries.

Electric Lamp Production.—The production of electric lamps in Canada has been largely controlled through patents by the General Electric Company, a United States corporation. The new invention known as fluorescent lighting came under restriction in the United States by agreement between General Electric and Westinghouse, and its introduction was hindered until the monopoly was partly broken by an independent American company, which is now facing infringement suits.

Cheap Radios.—Canadian patents on radio sets assigned to affiliate companies in Canada were pooled in Radio Patents Limited, and on radio tubes in Thermionics Limited. The arrangements for the exchange of patents and licences protect Canadian manufacturers from outside competition, while the establishment of holding companies to control Canadian patents restricts competition among Canadian licensees. Uniform prices for tubes are fixed by licence greatly above the level at which similar tubes are sold in the United States. Until 1939 Canadian consumers were deprived of low-priced radio sets of a type which had been available in the United States for a considerable period.

Matches.—The production of matches in Canada is shown to have been under the control of three firms dominating the world market. The members of the cartel, outside Canada, maintained a policy of having Canadian production sold only in Canada while they would refrain from exporting matches to Canada.

Acetic Acid, Radium, Aluminum, Copper, Newsprint.—Export arrangements made under cartel agreements have affected certain commodities of which Canada is an exporter, including acetic acid, radium, aluminum, copper, lead, zinc, steel and kraft paper. These have generally served to relieve domestic producers from outside competition in the Canadian market and to provide for participation in export markets on terms

acceptable to foreign producers. The report summarizes the arrangements under each head.

Control of Canadian Subsidiaries

The similarity, in certain fields, of the control exercised by parent companies over affiliates in Canada with that imposed under cartel agreements is brought out in the report. Almost a fourth of peace-time manufacturing in Canada was done by American-controlled companies. The proportions range from more than 80 per cent in the automotive industry, more than 60 per cent in electrical and rubber products to 34 per cent in pulp and paper. Foreign investment in Canadian companies has served to speed up industrial development in Canada but it imposes severe limitations on the freedom of subsidiary companies to seek export markets. While such a relationship has frequently resulted in Canadian industry securing early access to new technical processes and inventions developed in other countries, too great dependence on outside experimental work may result in too little research work being carried on in Canada. The inter-corporate relationships also permit the imposition on Canadian plants of restrictions resulting from cartel agreements made by the foreign parent company.

Cartel Arrangements of Patents

The report is not concerned with the legitimate use of individual patent rights, and no suggestion is made that would involve any restriction of rights conferred under the Patent Act. But cartel members frequently employ patent rights to establish a comprehensive system of market control by (a) formation of patent pools; (b) systems of cross-licensing; and (c) imposition of marketing control upon licensees. These mutual agreements for patented articles tend to spread to unpatented articles also. Such agreements tend to restrict certain industries from following their natural expansion into related fields of production, as, for example, the chemical industry into petroleum, or the petroleum industry into chemicals. "Fields of agreement" are worked out to prevent such invasions, as in the electrical and chemical industries.

Patent holders can and often do exercise widespread controls by conditional grants of rights to use their patents, and attempts have even been made to control all possible future developments in certain fields. By restricting the grant to particular firms on a national basis or for particular uses an effective allocation of markets can be established, particularly when control of essential patents is concen-

trated in one group. The free exchange of technical knowledge is impeded when information obtained by a company from its own research and experience becomes inextricably mingled with knowledge obtained under an "exchange of information" agreement. Companies then become very reluctant to provide outside firms with technical information lest they thereby be guilty of infringing some agreement.

Effect of Cartels

The precise effect of cartels on the Canadian economy is not easy to assess. The consumer may be adversely affected by such private price controls and by restrictions of type, or quantity, or supply. The producer may benefit from cartels which guarantee him an exclusive internal or external market and a steady price, and such benefits obviously accrue to others than the actual producer. But possible advantages through such control are made by shifting the burden to buyers in the domestic or foreign markets. Moreover, the maintenance of an artificially high price may stimulate external producers to increased production. As already stated, this report dismisses any such balancing as misleading. Cartels are part of a network of restrictive trade practices prejudicial to Canada's welfare, dependent as she is upon a revival of world trade.

Impeding Trade Expansion.—Cartels aim to preserve the *status quo*, and resist technical advances by independent firms and the spread of knowledge which free competition would foster. The result may be an attempt to buy security at the cost of progress. Attempts to protect old investments by limiting the introduction of new techniques and new products will make more difficult the maintenance of a high level of employment in the post-war period based upon new investment. The development of backward countries in the post-war years may at first provide new opportunities for advancement, but in time will subject many old sources of supply to new competitive conditions which can only be met successfully if industry is sufficiently enterprising to make adjustments or develop new fields. Cartels may tend to thwart government policies aimed at expansion and full employment by taking advantage of increasing demand to increase prices, or stabilize them when they should be falling.

Conditions which bring Cartels.—In developing public policies for the control of cartels, it is necessary to take into account the economic conditions which gave rise to them. The report indicates that they arose from the impact of technological change on a world

which had lost the expansive force of rapid population growth and geographical discovery. Free competitive adjustment under modern conditions, and particularly in a period of shrinking trade as in the thirties, is difficult and painful, especially in industries with heavy investment and high fixed charges. When conditions of industrial depression prevail groups of producers seek shelter by invoking government action, tariffs, trade agreements, exchange depreciation, and by private agreements, such as cartels, which governments in some countries may themselves actively encourage and support.

No Solution for Depression.—Cartelization offers no solution of the economic distress of widespread depression. Indeed, in the aggregate it probably acts to intensify the general distress, although some have contended that cartels have given the necessary minimum security to permit continued investment. Renunciation of cartels without other action is no solution. Positive expansionist measures are necessary. The cartel is a natural development of depression; and the most effective way of eliminating it is to create conditions of expanding trade which will render it unnecessary, and which will enable competition to render the cartel ineffective.

Anti-trust Policy.—The relationships between international and domestic trade combinations are illustrated in a number of examples of cartel agreements given in the report. As wartime government controls are relaxed it will be essential, from the viewpoint of assisting the general program of high employment and the utilization of new trade opportunities, to guard against the establishment of extensive privately operated schemes to prevent competition from resuming its stimulating role in the Canadian economy. The Combines Investigation Act is designed to suppress restraints on trade or monopolistic practices which operate to the detriment of the public. Changes should be made in its procedure and scope to permit the speedier handling of complaints and more preventive action. The Combines Investigation Commission must be adequately staffed and financed to deal with increasing problems of private trade control. Anti-trust action is only one aspect of public policy and must be allied to the use of other legislative powers such as those relating to tariffs, patents, trade-marks, taxation, crown companies, if the problems created by industrial concentration are to be met adequately.

Proposals for Control of Cartels

It is generally admitted that networks of cartel agreements among business firms have

created possibilities of public detriment. Differences arise on the point whether it is possible to prevent abuses of cartel power while at the same time permitting cartels to function. Some businessmen and others submitted in the inquiry that the only course was to eliminate cartels. Other businessmen argued for their acceptance but urged public control of their agreements and operations.

The United States has taken the lead in pressing for measures of collaboration among nations to prevent the abuses of cartelization.

The U.S. Plan.—The United States plan, as outlined by Department of State officials, embraces (a) international conventions to outlaw certain practices; (b) other conventions on patents, trade-marks and company law; (c) the registration of cartel agreements; (d) creation of an International Office for Business Practices tied into the United Nations organization to study and report upon operation of cartels and facilitate intergovernmental co-operation; (e) agreements among nations that restrictive action concerning any commodity will be applied only in cases of serious instability, and then by intergovernmental agreement. The United States will probably propose a list of reprehensible cartel practices which would be prohibited by the co-operating nations.

Need of International Agency.—It may be difficult to secure agreement on the full cartel program which may be put forward by the United States but it should be possible to have an international agency established to assist in dealing with undesirable cartel arrangements and to further intergovernmental negotiations designed to resolve conflicts of interest in this field between consuming and producing countries.

Main Conclusions and Recommendations

Growth.—The records of official inquiries which have been examined and the information obtained from other sources show that in the pre-war period there was a definite growth of a network of private international agreements of a restrictive character. In part, such arrangements have been attempts to cope with the situations created by demoralized commodity markets, but they also appear to represent attempts by heavily capitalized industries to protect themselves against the risks to investment created by rapid technological changes. Nationalism has played its part in the process.

Operation.—Chapters I to III describe some of the cartel arrangements which affect Canadian exports and internal trade in a number of commodities. Those examples illustrate the power of cartels to eliminate competition

and to control production and distribution in wide areas of trade. The allocation of markets through restrictive arrangements made by private interested parties impinges on government authority over foreign trade and may nullify national trade policies developed to serve wider public interests. Government policies to encourage either imports or exports may prove ineffective if private barriers to such trade are erected by cartels. The reservation of the domestic market to particular producers may be as effective as a prohibitory tariff in barring imports. The allocation of import or export quotas by cartel agreement subjects foreign trade to quantitative limitation although such control may run counter to public policy. Ways must be found to prevent private business organized as cartels from supplanting government in the establishment of such commercial policies.

Effects.—Cartel arrangements which impede industrial innovations and slow down the effective development of new opportunities for investment tend to diminish the supply of goods available for human use. Attempts by cartels to protect old investments by limiting the introduction of useful new techniques and new production would have a prejudicial effect on government policies to secure high employment.

Need for Remedies.—The post-war period will require flexibility in industrial organization and operations, rather than restrictive arrangements designed to maintain the *status quo*. Industrial progress will be assisted by government policies directed to the elimination of restrictions on trade and by positive measures to promote expansion of trade and thus prevent the development of demoralized markets.

Main Recommendations.—To an increasing extent international trade combinations have made use of agreements providing for the exchange of patents and technical information on a restrictive basis to control technological developments and their use in industry. There is need for close and continuous scrutiny of restrictive agreements based on patents and the Combines Investigation Commission should devote particular attention to this field. Certain abuses of exclusive patent rights by individual patentees can be dealt with through the Patent Act, but in most circumstances specified in the Patent Act such relief is obtainable only upon an application to the Commissioner of Patents by an interested person to whom a compulsory licence may be granted for use in his business. These provisions establish an important principle of

public safeguard, but it has appeared obvious that the protection of the public against monopolistic exploitation by patentees could not be left solely to the initiative and self-interest of individual applicants for patent licences. Where patentees use their position to dominate an industry to the detriment of the public or to combine with others to impose undue restrictions on trade they become subject to the provisions of the Combines Investigation Act, which is of general application against unlawful combinations and monopolies. Such remedies as are provided by Canadian law can, of course, be applied only against those who are subject to Canadian jurisdiction. Methods of dealing with conditions of detriment to the Canadian public caused by private restrictive arrangements involving foreign patents must, in large measure, be sought through intergovernmental collaboration as recommended below.

Financial Control of Canadian Companies.—It is recommended that official government records be set up which would show from time to time any significant change in the degree of financial control which corporations outside Canada exercise over individual domestic companies. Statistics as to foreign investments in Canada are now gathered at varying intervals on a voluntary and confidential basis by the Dominion Bureau of Statistics. While the published summaries of such returns show the general trend and extent of capital movements they cannot provide, because of the limitations already mentioned, any clear indication of the nature of the control being exercised over individual Canadian companies or the particular interests involved. It would seem desirable that records which would provide this more complete information should be maintained and made available to interested government departments in order that there may be constant government scrutiny of the extent to which and the manner in which such control is being exercised and its effects on Canadian business and the Canadian public. Direct investments in Canadian undertakings by corporations outside Canada have often served to speed up industrial development and to make freely available for use in Canada the results of costly technological research in other countries. In many cases, however, the continued control by outside corporations has been found to impose severe limitations on the entrance of Canadian branch or affiliated companies into export markets and to make them subject, sometimes without their knowledge, to cartel arrangements made in other countries.

Provisions for Initiating Inquiries.—It is recommended that there be more adequate provision for the initiation of inquiries by the Combines Investigation Commission into restraints of trade and unfair trade practices. The coming of peace has made it imperative that there should be no development of private restrictive practices which would impede government policies to expand employment and production during the period of reconstruction. At the same time it must be recognized that the removal of the extensive direct government controls made necessary during the war may be regarded by some selfish or unthinking businessmen as an opportunity for the establishment of private restrictions to eliminate competition. There must be effective enforcement of the Combines Investigation Act, which is designed to suppress undue restrictive practices by trade combinations or monopolies. In the administration of the Act in the future it will be necessary to engage to a greater extent than in the past in activities which will serve to prevent the development of undue restraints of trade as well as to take prompt action to prevent the continuation of such abuses. The successful development of preventive activities will require that necessary inquiries be initiated by the Commission without depending solely on the filing of statutory applications by the public, which ordinarily are not received until after the effects of a restrictive trade arrangement have become widespread.

Facilities for Maintaining Data.—It is recommended that steps be taken to build up an effective organization under the Combines Investigation Act to maintain much more comprehensive scrutiny practices and developments than has heretofore been attempted. To do this it will be necessary to recruit and train an adequate staff and to provide appropriations sufficient to enable the organization to function effectively. Such an organization should have the responsibility of securing at all times as full information as possible with respect to domestic and international trade combinations and monopolies and their effects on the producers and consumers of Canada.

Other Prevention of Effects.—It is recommended that public policy be carried forward in a number of directions to deal effectively with the varied conditions of industrial control. What is required is an integrated program to ensure that the possibilities in modern industrial efficiency are developed and stimulated to serve the public interest. Investigation, publicity, and prosecution have their parts to play but they cannot in every

case serve as a solution to the problem of monopoly. Prosecution can be relied upon to remove restraints of trade only where it is possible and desirable to restore competition. In other circumstances different remedies must be applied. Canadian public policy with respect to combines has been established in existing legislation and judicial decisions. Further formulation of Canadian policy in regard to international cartels, presumably by the extension of similar principles, will enable representatives of this country to enter more readily into negotiations with those of other countries when pending international conferences are called. It has already been indicated that at the first favourable opportunity the United States will seek a measure of international agreement on policies for the control of cartels. The following might be considered in the further development and application of Canadian policy relating to both domestic and international practices in restraint of trade:—

- (a) The full utilization of Canadian legislative powers with respect to criminal law, including investigation, publicity and prosecution under the Combines Investigation Act, tariffs, import and export trade, taxation, patents, trademarks, public ownership, including Crown companies and the disposal of war assets, and public regulation, in so far as such powers may be constitutionally applied. It cannot be overlooked that many of the restrictive practices which may be engaged in by international cartels will seldom be susceptible to effective action by any one country. Where world trade in a commodity is controlled by a cartel, tariff action may prove to have no effect on the division of markets among cartel members. Where foreign patent rights are so assigned as to prevent the export of Canadian products or to prevent importation into Canada the field of public action would be largely limited to inter-governmental negotiation.
- (b) The making of representations to other countries the nationals of which are found on investigation to be engaging in restrictive practices which prejudice the Canadian public.
- (c) Effective measures of international collaboration to check the abuses of cartelization.

The International Office.—It is recommended that the Government of Canada give its support to the establishment of an international office to deal with cartels, in con-

nection with the Economic and Social Council of the United Nations. Close consideration should be given to other proposals for the international control of cartels which have been tentatively put forward by officials of the United States Government. As presently outlined these propose a measure of international agreement involving parallel national legislation to prohibit certain undesirable cartel practices, to provide for registration of cartel agreements and for the exchange of information between governments, and to establish more effective control over the use of patents and of corporate organization. It is not likely that there will be immediate general acceptance by all countries of the specific proposals put forward by the United States in view of differing national policies with respect to cartels. But there is no doubt that the time has come for joint international action in this field. The establishment of an international office to further negotiations among nations and to assist in the establishment of accepted principles for the control

of cartels through discussions and compromise would seem to be one of the essential first steps in dealing with the international cartel problem.

These conclusions and recommendations are concurred in by those who have taken part in the inquiry. The study was undertaken initially by the Commissioner of the Combines Investigation Act in association with Dr. W. A. Mackintosh, Mr. J. J. Deutsch, Mr. J. C. McRuer (now Mr. Justice McRuer of the Supreme Court of Ontario) and Professor V. W. Bladen of the University of Toronto. Subsequently added were Mr. J. A. Chapdelaine of the Department of External Affairs, who replaced Mr. Deutsch when the latter withdrew from the government service, Mr. G. D. Mallory of the Department of Trade and Commerce, Mr. John Willis of Osgoode Hall Law School, and Professor B. S. Keirstead of McGill University. Mr. A. S. Whiteley of the staff of the Combines Investigation Commission has served as executive secretary throughout the inquiry.

Labour Conditions in Japan

AN article on labour conditions in Japan has appeared in the October issue of the *Monthly Labour Review*, a publication of the United States Department of Labour.

Japan's sudden, successful entrance into industrial world competition was due, the article states, "not to extensive natural resources and capital but largely to a policy of low wages and long hours applied by a powerful governing class to an industrious working population".

In 1940 the population had risen to 73,114,000 and the number of workers employed in industry to 8,821,000. By mid-1942 industrial employment rose to 9,547,000, an increase of more than 18 per cent since June, 1939. Up to 1930 females exceeded males in factory employment, but with the development of the armament industry, males became more in demand and by 1937 outnumbered female factory employees by 50 per cent. In June, 1942 women constituted about two-sevenths of total factory workers.

The average daily earnings of Japan's industrial workers for some years preceding World War II were about 2 yen, at the old parity, \$1 in United States currency. By December the average daily wage for men in factories was 3.54 yen, for women 1.40 yen. The highest rate for men was 4.12 (in the metal industry); for women 1.72 (in printing and bookbinding). The average earnings were somewhat higher than the straight money

wage however, because of supplementary payments such as payments in kind and dismissal allowances, and absence of weekly rest days.

Hours of labour were very high, ranging from 9 to 10 per day in normal times to 12 in wartime. In May 1944, in an effort to increase efficiency, hours were reduced on the average to 10.33.

Trade unions grew in size and prestige from 1921 onward, but they were never "free" in the western sense of the word. The article points out that in no phase of Japanese life was the change to modern industrialism more difficult than in industrial relations, involving as it did a shift from the personal feudal relationship to that of employer. In 1937 the Government began to convert the trade unions into patriotic societies modelled on the Nazi pattern; all workers in an enterprise being grouped in one body, with the manager as leader.

Collective bargaining developed even slower than trade-unionism; neither institution being explicitly sanctioned by law.

Co-operatives served more than a fourth of the people in 1938; 90 per cent of them making loans to members aside from the business they carried on. The Japanese Government favoured and promoted these co-operatives, while exercising very close control at the same time. Only a very small proportion were genuinely independent and self-supporting.

Royal Commission on Veterans' Qualifications

RECENT trends in connection with the rehabilitation of the veteran, which were noted by the Royal Commission on Veterans' Qualifications in its tour across Canada, were outlined in a report of the Commission presented in the House of Commons on October 29, by the Honourable Humphrey Mitchell, Minister of Labour.

The Commission was organized in April under the authority of Order in Council P.C. 2486, to examine the rehabilitation problems of veterans seeking employment, and to recommend suitable measures for obtaining proper credit in regard to trades, technical or other educational experience gained while in the Armed Forces. It was composed as follows:—

Wilfred Bovey, O.B.E., Chairman; D. S. Lyons, Vice-President of International Association of Machinists, Montreal; Hector Dupuis, Montreal; J.-C. G. Herwig, General Secretary of the Canadian Legion, B.E.S.L., Ottawa; S. R. Ross, Principal of the Technical School, Windsor, Ont.; and F. W. Smelts, Vancouver.

Through its tour the Commission was accorded a warm response by the authorities in the provincial departments, educational institutions, labour unions and other bodies across the Dominion.

The report consists of three sections: the first interim report, the second report, and a precis of recommendations.

First Interim Report

The first interim report contains a number of individual recommendations dealing with the utilization of wartime-acquired skills of veterans as an aid to the promotion of their peacetime careers. The Commission observed that in many cases the training received while in the services qualified ex-servicemen, either directly or after a short course of re-orientation training, to positions of responsibility and value to the national economy.

Some of the recommendations contained in the first interim report are listed below:—

(1) Certificates of Training

Each veteran be furnished with document giving details of every course completed.

(2) Matriculation Certificates

Facilities be provided for instruction to veterans to enable matriculation standing to be completed.

(3) Photographers

Canadian Government requested to commence aerial survey of Canada, universities establish courses for clinical and engineering photographers, and a combined school be established by the three Armed Services for such photography.

(4) Teachers

Advise veterans interested in teaching of existence of Canadian Legion Educational courses and have the Armed Services provide facilities for as many instructors as possible to obtain civilian credits before discharge.

(5) Personnel

Officers of Department of Veterans Affairs be instructed to earmark veterans suitable for personnel work and universities requested to institute personnel courses with suitable certificate on completion.

(6) Civil Service

Members of the Armed Services be given temporary Civil Service employment in the case of those suitable for clerical or stenographic duties.

Other recommendations, included in the first interim report, dealt with navigation, meteorology, nursing, radar, credit for sea-time to naval personnel, and acquisition of master's certificates.

Highlights of Second Report

ATTITUDE OF DEPARTMENTS OF EDUCATION

The Commission found that "each Department of Education has indicated a certain definite willingness and intention to give due recognition to veterans in the form of academic and technical credits for service courses taken. It was to be expected that a serious lack of uniformity would exist in the evaluation of service credits in the various Provinces, however," the report states, "it would seem highly desirable to take further steps to invite the Provincial Departments to mutually reconsider their decisions on evaluations and make it possible for every veteran to enjoy equality of educational opportunities in this country."

ORGANIZED LABOUR AND THE VETERAN

The Commission found organized labour desirous of assisting in the early re-establishment of the veteran into civilian employment; but that in the last analysis unions felt that the permanent welfare of the veteran entering

labour ranks depended, like all other workers, on the ability of the Government to bring about and maintain a policy of full employment in the future.

The committee investigated the problem of veteran seniority, and the instituting of training and re-training programs.

It recommends an improved status for labour by the "recognition of governments that labour is a full partner in the task of rehabilitation with definite rights and responsibilities." Not the least important of these as stated to the Commission by union representatives are the welcoming of the veteran into the proper union as a present or future journeyman and ensuring that he is enabled to overcome as quickly as possible any handicap due to his absence in the armed services.

UNIVERSITIES AND THE VETERAN

The report states that "according to surveys made by the Armed Forces, within the last year, the number of servicemen wishing to obtain a university education is indicated to be between 85,000 and 95,000. Due to insufficient prerequisite training, inability to carry the work, and changes of plans after discharge it would be safe, however, to assume that not more than 50 per cent will be in a position to seek admission to universities."

In conferences with Canadian educational authorities the Commission noted that careful consideration has been shown by these authorities in matters pertaining to the evaluation of credit for the training received by men and women while still in the service. The committee recommends that assistance be given to universities in regard to accommodation facilities, training, and finance. This was decided after a thorough exploration of university problems.

INDIVIDUAL VETERAN ENTERPRISES

Evidence was given before the Commission that many veterans would seek rehabilitation in small business enterprises utilizing skills and knowledge gained in the service. On the basis of this evidence the following recommendations for assistance for private enterprise were made:—

- (1) That Canadian vocational training be extended to cover this class of case; and for it not to be charged against their rehabilitation credit;
- (2) That low interest rate loans be made available after careful examination of the project;
- (3) That the Government devise a plan for channelling surplus war materials to the veterans at reasonable prices, rather than distribute them all through dealers, who are in a better financial position.

TECHNICAL INSTITUTES

The investigation illuminated the great need for technical institutes across Canada, at a post-secondary school level. "The highly technical nature of this war has given many young men contacts and experience, and has whetted their desire for further instruction. This, coupled with the available benefits and credits offered by the Government, has motivated a very large group, without previous plans, as well as those who had previous desires, to want advanced education".

The committee holds that if such institutes were established they would be of great assistance to industry in the fields of management and product engineering; and they would enable many veterans to complete training begun in the forces, without a great lapse of time.

CANADIAN LEGION EDUCATION SERVICES

The report presents a comprehensive description of the Educational Services carried on by the Canadian Legion and recommends that:—

- (1) Although the war is over, C.L.E.S. continue to pursue its usual activities in servicing various D.V.A. hospitals and sanatoria as well as the armed forces until demobilization is complete;
- (2) The individual identity of C.L.E.S. be not lost by absorption in some other governmental agency but be permitted to function as a continuous service to veterans.

From the evidence submitted the Commission feels that two cardinal conclusions are inescapable.

- (1) It is essential that in every possible way, without limiting his rights and privileges as a veteran, the ex-serviceman be assimilated in civil life as quickly and completely as possible. He should be encouraged to join with others in trade unions and co-operatives, and similar aims fostered in the field of training and education.
- (2) There is a crying need for common legislation and regulation by all provinces on many subjects. At present the situation is so confused that a man may be skilled or qualified in one province and not in another. The highly important principle of mobility of labour can not be made effective until such legislation and regulation is completed. Not only the veteran, but the country as a whole will suffer.

The *Precis of Recommendations* contains a listing of some 82 recommendations contained in the two reports.

Home Aide System Introduced by Employment Service

A NEW development in the field of household employment—the Home Aide service—is being introduced by the National Employment Service.

Designed to bring together the prospective employer and the woman who would undertake the lighter housekeeping duties for short daily periods, the project has had a large measure of success as tried experimentally in the Toronto area. It will subsequently be introduced in other centres.

Development of the plan on a national scale is the responsibility of a special committee under the chairmanship of Mrs. Rex Eaton, Associate Director of National Selective Service.

The plan, as outlined by Mrs. Eaton, is to utilize the domestic skill of those women who would prefer to earn their living, or supplement their income, by this means. By breaking up the time for employment into four-hour periods, the employer who would normally not be able to afford or would not require full time service can, by means of the Home Aide system, secure the advantages of fully professional service in respect to light household duties, care of children, and competent cooking.

Basic wages are determined by local conditions; and it is expected there will be occasional variations in differing localities. In Toronto the wage rate was set at 40 cents an hour, which is stated to compare favourably with rates paid in peacetime factory work, stores and restaurants.

A brief course of training will be given to those who wish to become Home Aides. This is arranged through the Regional Director of Canadian Vocational Training, or in some cases by the Women's Supervisor of the Local Employment Office. The course will stress employer-employee relations, attitude towards work, personal cleanliness and deportment, planning of schedules and how to obtain additional information in regard to household work and cooking.

After a month's satisfactory employment the applicant is classified as a Home Aide by

the Employment Service, and may then be placed when she so requests in such employment.

Three possible four-hour shifts are suggested for the plan, of which the Home Aide could take one or more with different employers.

A morning shift from 9 a.m. to 1 p.m. would include preparation of lunch. From 3.30 to 7.30 there would be the preparation of dinner and light housework. An evening shift, from 8 p.m. to 12 would include care of children and light tasks.

The employer is required to provide one meal during a four-hour period; car fare is the responsibility of the worker.

Among the advantages of the system it is pointed out that not only can the employer feel secure in the personal character of the employee, but that the Home Aide, advised and directed by a special placement officer, can be assured that working conditions will be similarly satisfactory. Furthermore the new service will not adversely affect the employee engaged in full time domestic service, or those for whom the heavier household tasks afford livelihood.

Emphasis is not on obtaining youthful applicants alone for the plan, and women of all ages are to be encouraged to apply.

Assisting the Women's Division of the Employment Service in the various centres in which the plan operates will be an advisory committee of local women connected with social service and related organizations. This will aid in the continuous review of local conditions and opportunities and in recommending improvements.

Mrs. Eaton stressed that it was a progressive attempt to bring about improvement generally, in domestic occupations, and to make it more nearly comparable with conditions obtaining in industry. She declared: "Many employers will look on this new source of household help as a way out of domestic difficulties which have been patiently borne throughout the war years".

Wage Policy in United States

President Truman Urges Industry to Grant Substantial Wage Increases Without Increasing Prices

ON August 18, President Truman issued an order relaxing the control of wages and salaries in the United States. The order authorized employers to increase wages or salaries without obtaining approval from the National War Labour Board provided the increases were not used as the basis for raising prices or resisting otherwise justifiable price reductions. Wage or salary increases necessitating price changes were required to receive the approval of the Director of Economic Stabilization before becoming effective.

In a radio address of October 30 the President amplified the order, and elaborated government wage policy in the transition period.

He asserted that industry as a whole could afford "substantial" wage increases without price increases. He warned, however, that this was not universally true, and urged labour to be reasonable in its demands.

The President declared: "If wages go down substantially, we face deflation. If prices go up substantially we face inflation. We must be on our guard, and steer clear of both these dangers to our security".

Cut in Wartime Pay

He said that many war workers had already had to take or would soon have to take a cut in their wartime pay by one-quarter or more. The causes for this were as follows:—

(1) A decrease in the number of hours of employment. During the war years there had been a 48-hour week with workers receiving time and a half for all hours worked in excess of 40. With the end of the war emergency, the 40-hour week was being restored, resulting in a decrease of almost one-quarter in the workers' weekly take-home pay.

(2) Reclassification of many jobs to lower-paying grades.

(3) Transfer of millions of workers from highly-paid war jobs to lower-wage peacetime employment.

Effect on General Public

The President said that unless checked the annual wage and salary bill in private industry would shrink by over twenty billions of dollars. "That," he declared, "is not going to do anybody any good—labour, business, agriculture, or the general public.

"The corner grocer is going to feel it, as well as the department store, the railroads, the theatres, and the gas stations—and all the farmers of the nation.

"It is a sure road to wide unemployment.

"This is what is known as deflation, and it is just as dangerous as inflation."

Wage Increases Declared Imperative

"However," he added, "we must understand that we cannot hope, with a reduced work week, to maintain now the same take-home pay for labour generally that it has had during the war. There will have to be a drop. But the nation cannot afford to have that drop too drastic.

"Wage increases are therefore imperative—to cushion the shock to our workers, to sustain adequate purchasing power and to raise the national income."

The President said that he had been urged to allow industry to obtain price increases corresponding to wage rises. "This proposal," he declared, "cannot be accepted under any circumstances. To accept it would mean but one thing—inflation. And that invites disaster. An increase in wages, if it were accompanied by an increase in the cost of living, would not help even the workers themselves. Every extra dollar that would be put in their pay envelopes under those circumstances would be needed to meet the higher living expenses resulting from increased prices.

"Obviously, such a juggling of wages and prices would not settle anything or satisfy anyone. A runaway inflation would be upon us.

"When inflation comes and the cost of living begins to spiral, nearly everybody suffers. Wage increases, under those conditions, would defeat their own purpose and mean nothing to labour. White-collar workers would find that their fixed salaries buy less food and clothing than before.

"Farmers' incomes would shrink because they would have to pay so much more for what they buy. Increased earnings would mean nothing to business itself. War bonds, insurance policies, pensions, annuities, bonds of all kinds would shrink in value, and their incomes would dwindle in buying power.

"Therefore, wherever price increases would have inflationary tendencies, we must above

all else hold the line on prices. Let us hold vigorously to our defense against inflation. Let us continue to hold the price line as we have held it since the spring of 1943. If we depart from this program of vigorous and successful price control, if we now begin to let down the bars, there will be no stopping place.

"After the last war this nation was confronted by much the same problem. At that time we simply pulled off the few controls that had been established, and let nature take its course. The result should stand as a lesson to all of us. A dizzy upward spiral of wages and the cost of living ended in the crash of 1920—a crash that spread bankruptcy and foreclosure and unemployment throughout the nation."

Ability of Industry to Pay

The President asserted that the "twin objectives—stability of prices and higher wages" were not irreconcilable, and that there was room in the existing price structure for business as a whole to grant "substantial" increases in wage rates. The reasons for this were as follows:—

(1) The elimination of time and a half for overtime had reduced labour costs per hour.

(2) The increase in the number of people needing jobs was resulting in a downward reclassification of jobs in many industries and in many sections of the country.

(3) Increased output per hour of work. While increased production rests ultimately with labour, the time will soon come when improvements in machinery and manufacturing know-how developed in the war can certainly result in more goods per hour and additional room for wage increases.

(4) With certain exceptions, business "is in a very favourable profit position to-day, with excellent prospects for the period that lies ahead".

(5) "Congress at my suggestion is now considering the elimination of the excess profits tax."

There were, however, important limits upon the capacity of industry to raise wages without getting price increases, the President said.

"Industry has many risks and problems ahead that labour must recognize. For many companies wartime products which were very profitable will have to be replaced by civilian products which will not be so profitable.

"There are also problems of reconverting plants, of developing new sources of supply, new products and new markets, or training inexperienced workers, of meeting increased

costs of raw materials and supplies. All these will mean, at the beginning, lower volume and higher unit costs.

"These problems and difficulties are particularly true in the case of small business—which is the backbone of the American competitive system.

"I have said that not all companies can afford these wage increases. I want to make clear, further, that there are companies where wages and even overtime pay continue high, and where no suffering will be caused to the workers during reconversion."

Labour's Responsibilities

President Truman urged labour not to demand more than an industry or a company can pay under existing prices and conditions. "Excessive demands would deny to industry reasonable profits to which it is entitled and which are necessary to stimulate an expansion of production."

"Labour itself," he declared, "has a responsibility to aid industry in reaching this goal of higher production and more jobs. It must strive constantly for greater efficiency and greater productivity—good work done, for good wages earned. Only in that way can we reach the mass production that has brought this country to the front of the industrial countries of the world.

"Labour must constantly find ways within its own ranks of cutting down on absenteeism, reducing turnover, avoiding jurisdictional disputes and 'wild-cat' strikes. Labour and management must adopt collective bargaining as the effective and mature way of doing business.

"The extent to which industry can grant wage increases without price increases will vary from company to company and from industry to industry. What can be paid today when we are on the threshold of our post-war production will be different from what can be paid next year and the year after, when markets have been established and earnings have become apparent.

"Both management and labour must keep on exploring these developments and determine from time to time to what extent costs have been reduced and profits have been increased, and how far these can properly be passed on in the form of increased wages."

Collective Bargaining

The President stated that the decision as to who was to increase wages and by how much would not be made by the Government. He said, "I am convinced that we must get away as quickly as possible from Government con-

trols, and that we must get back to the free operation of our competitive system. Where wages are concerned, this means that we must get back to free and fair collective bargaining.

"As a free people we must have the good sense to bargain peaceably and sincerely. We must be determined to reach decisions based upon our long-range interest.

"Let me emphasize, however, that the decisions that are reached in collective bargaining must be kept within the limits laid down by the wage-price policy of the Government."

Cases Where Wage Increases Permitted Irrespective of Price Consequences

Supplementing the Government's wage policy as set forth in August, the President announced three classes of cases in which wage increases could be granted even though price increases might result.

These were:—

(1) Increases where the percentage increase in average straight time hourly earnings in the appropriate unit since January, 1941, has not equalled the percentage increase in the cost of living between January, 1941, and September, 1945.

(2) Increases necessary to correct inequities in wage rates or salaries among plants in the same industry or locality, with due regard to normal competitive relationships.

(3) Increases necessary to insure full production in an industry, designated by the stabilization administrator, which is essential to reconversion and in which existing wage rates or salaries are inadequate to the recruitment of needed manpower.

He also pointed out that the Office of Price Administration was prepared to give prompt consideration to applications for price increases, and that industry would not be asked to take unreasonable chances in absorbing wage increases.

"After a reasonable test period, which, save in exceptional cases, will be six months, if the industry has been unable to produce at a fair profit, the entire wage increase will be taken into account in passing upon applications for price ceiling increases."

Policy During Transition Period

The President laid down the guiding policies of the United States Government during the transition period as follows:—

"First, to assist in the maximum production of civilian goods.

"Second, as rapidly as possible to remove Government controls and restore collective bargaining and free markets.

"Third, to avoid both inflation and deflation."

Community Centres

HOW to develop and organize a community centre is the subject of a booklet entitled *Community Centres* by John P. Kidd, published by the Canadian Council of Education for Citizenship, Ottawa.

The booklet gives numerous practical details on such subjects as planning the centre, forming a committee, drafting a program, building, operating and financing the centre, government grants, and the type of activities that can be undertaken. It makes frequent reference to community centres already in operation, and is well illustrated with photographs and diagrams.

In a foreword, the Hon. Brooke Claxton, Minister of National Health and Welfare, declares:

"One of the ways in which we can gain a new sense of cultural and social purpose after the war is through community centres. They will provide in each city and town a meeting place where all citizens can make their contribution to our social life, to art, to music, drama and sport. Community centres may very well produce more fine arts, more composers and musicians, more dramatists and actors, more poets and writers.

Community centres can make a major contribution to the development of creative expression in Canada.

"Community centres can also, I feel, make a major contribution to the solution of the problems of adjustment that many of our service men will find on their return to civilian life..."

Mr. Kidd quotes as follows from a publication of the same title issued by the British Minister of Education:

"Experience has shown that men and women do not as a rule make the best of their leisure if the only facilities available outside the home are those provided by commercial enterprise... Today hosts of men and women earn their living by doing monotonous repetitive work which demands relatively little skill and contributes hardly at all to the worker's all-round development as a human personality. If this is to be achieved, it must be in leisure time... putting people in the way of making their own entertainment and bringing out their latent abilities... and we are of the opinion that the provision of communal facilities for the rational and enjoyable use of leisure is necessary."

The booklet, which contains 116 pages, is available from the publishers at a cost of 50 cents.

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:—

Fowler's Canadian Company, Limited, Hamilton, Ont., and United Packinghouse Workers of America, Local 188.

The Algoma Central and Hudson Bay Railway Company and Federated Railway Shop Trades.

Metropolitan Life Insurance Company.

La Compagnie du Telephone Saguenay-Quebec and Le Syndicat National des Employes du Telephone du Saguenay, Inc.

Gatineau Power Company, Gatineau Electric Light Company, Limited, and Gatineau Transmission Company and International Brotherhood of Electrical Workers, Local B-1039.

Canadian Marconi Company and Commercial Telegraphers' Union, Canadian Marconi System, Division No. 59.

Amalgamated Electric Corporation, Limited, Toronto, Ont., and United Electrical Radio and Machine Workers of America, Local 514.

Mount Pleasant Undertaking Company, Limited, Nunn and Thomson, Roselawn Funeral Directors, G. W. Hamilton Undertaking Company, Limited, S. Bowell and Son and Embalmers' and Undertakers' Assistants, Local No. 23374.

Various paper companies in Ontario and employees.

Federal Wire and Cable Company, Limited, Gueph, Ont., and United Steelworkers of America, Local 3021.

Timmins New Method Laundry Limited, and Timmins General Workers' Union.

Master Electricians' Association of Toronto and International Brotherhood of Electrical Workers, Local 353 (AFL).

Goderich Salt Company, Limited, and Local 23736, American Federation of Labour.

Montreal Hardware Manufacturing Company, Limited, and United Steelworkers of America, Local 3514.

Ottawa Dairy Company, Producers Dairy Limited, Clark Dairy Limited and Central Dairies Limited, and National Union of Stationary and Operating Engineers, Local No. 1.

The Park Steamship Company, Limited, and the Canadian Seamen's Union.

Various paper box companies and the Joint Committee of the Paper Box Industry of the Province of Quebec.

Dominion Bridge Company, Limited (Calgary Rolling Mill Department) and Rolling Mill Employees' Union No. 23180, A.F. of L.

Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Asbestos Corporation Limited, and Canadian Johns-Manville Company, Limited, and La Fédération Nationale Catholique des Employés de l'Amiante, Inc.

Johnson's Company and Canadian Union of Asbestos Workers, Local No. 6.

Re: Fowler's Canadian Company Limited, Hamilton, Ont., and United Packinghouse Workers of America, Local 188

Reasons for Decision

An appeal by the employer from a decision of the Regional Board for Ontario dated April 5, 1945, directing a general hourly increase of 5 cents.

The Regional Board's decision is based upon a finding that it was within its competence to order the increase, that is, to use the words of section 20 (1) (a) of the Wartime Wages Control Order, 1943 (P.C. 9384), that the increase was "necessary to rectify a gross inequality or gross injustice."

The common labour rate, prior to this direction, was 44 cents per hour and we are not

prepared to say that the Regional Board made a wrong decision.

The appellant argued a number of matters at the hearing, most of which, in our opinion, were extraneous to the subject of the appeal, except the plea of inability to pay.

Having in mind section 20 (2) of the Order with respect to the date required to support the plea, our conclusion is that the evidence submitted does not meet the requirements of the Order in Council.

We, therefore, must dismiss the appeal.

October 2, 1945.

Re: The Algoma Central and Hudson Bay Railway Company, and Federated Railway Shop Trades

Reasons for Decision

This is an appeal by the Company from a decision of the Ontario Regional Board, dated May 23, 1945, directing that the rates paid to shop tradesmen, helpers and apprentices be restored to parity with rates paid to similar classifications employed by the main steam railways. This direction means an hourly increase of 6 cents in all classifications except a few where increases run from 1 cent to 4 cents. Leave to appeal was granted by the Regional Board.

The appellant raised a question of jurisdiction based on the fact that these employees were involved in the main railway case (L.G., Aug., 1944, p. 960). In our view, this application is divorced from the decision in that case and must be considered in the light of the

provisions of the current Order in Council P.C. 9384).

With respect to the merits of the decision under appeal, we have carefully considered the submissions of the Company and our conclusion is that the Regional Board's direction maintaining parity of rates with the main railways should not be disturbed (see our decision in Sydney and Louisbourg Railway Company (L.G., May 1945, p. 654)). It must be noted that such parity was established for the classification in this appeal, in a decision of the Regional Board in August, 1943, from which no appeal was taken and there is evidence that some parity exists in respect of other classifications of the appellant's employees.

There will be a Finding and Direction dismissing the appeal.

October 3, 1945.

Re: Metropolitan Life Insurance Company

Reasons for Decision

An appeal by the Company from a decision of the Regional War Labour Board for Ontario, dated July 4, 1945. The Regional Board declined to authorize wage increases requested by the Company for its Field Training Instructors and Field Training Inspectors but granted leave to appeal.

The present rates for the employees in each of said occupational classifications exceed \$250 per month. The National Board accordingly required the Company to produce such evidence as it might be advised for the purpose of removing the presumption created by sub-section 1 of section 15 of the Wartime Wages Control Order, 1943. By the production of organization charts, detailed descriptions of duties and responsibilities and statements showing the relationship of the employees in question to other employees, the Company has, in our opinion, succeeded in showing that the employees concerned in this appeal are

not above the rank of foreman or comparable rank.

The incumbents in the said occupational classifications devote their time to work of an educational nature with the Assistant Managers and Salesmen of the Company. Prior to November 15, 1941, certain wage differentials existed between the Assistant Managers, the Field Training Instructors and the Field Training Supervisors. Certain adjustments in wage rates for the Company's Assistant Managers have disturbed those differentials. The Company now seeks to restore, in part, the differentials existing as of the basic period, November 15, 1941.

In our view the case comes squarely within the purview of Section 21 of the said Order and of the conditions prescribed by paragraph (a) of sub-section 1 of section 20 of the Order. The appeal is, therefore, allowed and the application approved. There will be a Finding and Direction accordingly.

September 29, 1945.

Re: La Compagnie du Téléphone Saguenay-Québec and Le Syndicat National des Employés du Téléphone de Saguenay, Inc.

Reasons for Decision

An appeal by the employer from a decision of the Regional Board for Quebec dated April 23, 1945, confirming a prior decision dated February 13, 1945, whereby rates of pay for operators were increased with effect from the date requested by the Union, namely October 7, 1944, when negotiations were first

begun with the employer. Leave to appeal was granted by the Regional Board.

As a result of these negotiations a collective agreement was signed on December 11, 1944, to take effect from the date of its approval by the Regional Board and providing that the decision of the Regional Board on wage rates and hours of work would be incorporated in the agreement (Sections 5 and 9).

The case was very fully developed on both sides before the Regional Board and also before this Board, and we have carefully considered all of the material submitted. Our conclusion is that on the question of wage rates, the decision under appeal should not be disturbed by this Board but if it requires clarification, as it might, the parties should apply to the Board below. However as to retroactivity, our view is that the Regional Board overlooked the following provision in Section 5 of the agreement.

La présente convention entrera en vigueur le jour de sa sanction par le Conseil Régional du Travail, et les salaires qui y sont énoncés prendront effet à compter de la première période de paye commençant après le jour de sa sanction par le tribunal ou l'organisme qui a juridiction en matière de salaires.

In our opinion effect should be given to this clause and the increases will be effective

from the first pay period commencing on or after February 13, 1945.

With respect to hours of work, it should be noted that the employees are monthly-rated and have been working 42 hours per week under a temporary arrangement with overtime paid after 48 hours. The Regional Board's finding and direction maintains the "normal" work week and we find that what is meant is the 48-hour week (section 13 (1) (g) of P.C. 9384).

We should also draw attention to section 4 (b) of the agreement which defines "employee" as follows:

Pour les fins de cette convention l'expression "employés" désigne uniquement les opératrices et les surveillantes de la Compagnie.

The decision of the Regional Board will be varied to the extent indicated.

October 5, 1945.

Re: Gatineau Power Company, Gatineau Electric Light Company Limited and Gatineau Transmission Company and International Brotherhood of Electrical Workers, Local B-1039

Reasons for Decision

This is an application by the Union for a general increase in wage rates of occupational classifications of the Company covered by collective agreement.

The Union submitted comparisons of present wage rates paid to the Company's occupational classifications with wage rates paid to what are claimed to be substantially similar occupational classifications in the service of other power producing and distributing companies in the Provinces of Ontario and Quebec. From these comparisons it established a wage rate equivalent to Ninety-Five (95) Cents per hour for a Switchboard Operator and based upon this rate, proposed an equivalent adjustment in the wage rates of other occupational classifications comprised within the wage schedule, designed to maintain differentials.

While certain common job titles are to be found in the wage schedules of the companies within the industry, the use of distinctive job titles by individual companies and such variables as size and capacity of plant, method of operation, location, etc. renders difficult direct comparison of the wage rates paid to a given occupational title. For these reasons, the Board is unable to accept the method proposed by the Union as a basis for directing an adjustment in the wage rates of the respondent companies.

As an alternative, the Board has reviewed a comparison between the weighted average

of wage rates paid by the respondent companies and by other power producing and distributing companies throughout Canada and in the Province of Quebec in particular, to a selected list of occupational classifications. Based on this comparison it is concluded that a wage increase of Five (5) Cents or the equivalent thereof in all hourly, daily, weekly or monthly wage rates based on the normal working hours or respective occupational classifications to apply to all occupational classifications except electricians, will rectify any immediate condition of gross inequality or gross injustice within the meaning of Section 20 (1) (a) of the Wages Control Order. This increase will be effective from April 1, 1945.

The general wage increase must be withheld from the electricians as the weighted average of wage rates paid by the Company to employees in this occupational classification is substantially in excess of the weighted average of the wage rates paid by other power companies in the Province of Quebec and also exceeds the weighted average of the wage rates paid by all companies in the industry throughout Canada. Under these conditions, any general increase in the maximum wage rate as now paid the Company's occupational classification of electrician could not be directed by the Board consistent with the intent and purpose of the Wages Control Order as expressed in Sections 14 (b) and 20 (1) (a). However, the Board would suggest to the Union and the Company that

within the limitations of the established range of wage rates for this occupational classification, wage rates of present employees might be adjusted on any basis that may be mutually

agreed upon under the provision of Section 25 (a) of the Order.

There will be Finding and Direction accordingly.
October 9, 1945.

Re: Canadian Marconi Company and Commercial Telegraphers' Union, Canadian Marconi System, Division No. 59

Reasons for Decision

This is an application by the Union to increase the wage rates of occupational classifications of the Company employed on coastal and ship radio stations and to revise certain provisions of the 1941 Marine Agreement with the Company covering the service of such occupational classifications.

The parties to the application have agreed upon a reclassification of employees in the present occupational classification of "Wireless Telegrapher" into two new occupational classifications designated as "Radio Telegrapher" and "Radio Officer", and also to establish a new occupational classification designated as "Glace Bay Technician". There is no agreement upon the rates of pay to apply to the new occupational classifications.

The Union also makes application for certain wage increases based upon a claim that their rates should not be less than the wage rates paid to employees in substantially similar employment engaged in the Company's Central Telegraph Office at Montreal. It appears that in the year 1939 the relationship of wage rates as paid in the Central Telegraph Office to those paid occupational classifications covered by the application showed a differential of 2.8 per cent in favour of the Central Telegraph Office. Since that time the wage rates of employees in the Central Office have been increased by the addition of the full cost-of-living bonus and an additional 10 per cent directed by this Board under Finding and Direction in Case N-684 of April 8, 1943. The employees here concerned have had no such increase other than the full cost-of-living bonus with the result that the 1939 relationship has been increased to 13.3 per cent. In the circumstances there would seem to be justification for the restoration, at least in some measure, of the original relationship.

The Union requests an increase of \$10.00 per month in the graduated rates for the first to fifth years, an increase of \$15.00 per month in the sixth year, and of \$20.00 per month in the seventh year. The \$10.00 increase requested for the first year is a 10 per cent increase and, within the provisions and intent of Section 21 of P.C. 9384, this increase of \$10.00 per month is directed for all of the rates involved in the application. These wage

increases shall be effective from April 1, 1945.

No good and sufficient reason has been advanced for the increases requested in the present differentials as paid to officers in charge at coastal radio stations or aboard ship. The present differentials will, therefore, be maintained.

On the adjusted wage rates as provided for, the ranges of wage rates applying to the respective occupational classifications will be as follows:

<i>Occupational Classification</i>	<i>Authorized Wage Rate (per month)</i>
Radio Telegrapher (Coastal Radio Station)	
1st year	\$110 00
2nd "	120 00
3rd "	130 00
4th "	140 00
5th "	150 00
6th "	157 50
7th "	165 00
Radio Officer (Aboard Ship)	
1st year	\$110 00
2nd "	120 00
3rd "	130 00
4th "	140 00
5th "	150 00
6th "	157 50
7th "	165 00
Glace Bay Technician	
1st year	110 00
2nd "	120 00
3rd "	130 00
4th "	140 00
5th "	150 00
6th "	157 50
7th "	165 00
Officer in Charge (Coastal Radio Station)	
Differential of	15 00
Officer in Charge (Aboard Ship)	
Differential of	10 00

Calculation of pro-rata overtime rate is now based upon 313 days (365 days per year less 52 Sundays). Under the terms of the agreement there is provision for payment in addition to the monthly wage rate for work performed on Sunday and 8 specified holidays. In these circumstances it is the view of the Board that the pro-rata rate to be paid for work required to be performed on Sunday or any of the holidays specified in the agreement should be based on a requirement of 305 days service annually (365 days per year less 52 Sundays and 8 holidays). This new condition shall take effect from the date of this decision. No good and sufficient reason has been advanced for

the Board to require the Company to pay one and one-half times the pro-rata rate for work required to be performed on the holidays specified in the agreement.

The agreement already provides for two weeks' vacation with pay after one year's service. The Union requests that the vacation allowance be increased to three weeks for employees of 20 or more years of service. This Board on many occasions has pointed out that it does not propose to direct any vacation period beyond the general provisions of its Supplementary Decision Bulletin, D.B. 17, and no conditions have been advanced under the present application for the Board making any departure from its usual practice in this instance.

The present agreement also provides for an accumulated allowance of 30 days sick leave in any one year. The Union requests that this allowance be increased to 45 days. On the evidence submitted, we do not find any reason for increasing the allowance for sick leave.

The agreement now provides for a work week of 56 hours in seasonal offices. By established practice over a long period of years there exists an arrangement whereby employees in such offices receive a stated amount of salary during the period when the office is not in operation which is said to be

compensation for this longer work week. While the Union requests that an 8-hour day be established generally, in all the circumstances we hold the view that it would not be in the best interests of the employees concerned to direct this change in working conditions.

With respect to the payment of transportation costs when employees are transferred from one position to another, we find considerable merit in the claim of the employees that the cost of moving household effects and members of their family should in some measure be paid by the Company. There is, however, merit in the argument of the Company. We have accordingly decided to withhold our decision on this particular item, and to suggest that the parties renew discussions in this respect and express the hope that their experience in collective bargaining will enable them to reach some mutually satisfactory disposition of the problem. Should they not be able to do so, they will advise to this effect, not later than November 15th and the Board will then proceed to deal with this particular item.

We approve the new classification.

There will be Finding and Direction accordingly.

October 15, 1945.

Re: Amlgamated Electric Corporation, Limited, Toronto, Ont., and United Electrical Radio and Machine Workers of America, Local 514

Reasons for Decision

An appeal by the Union from a decision of the Regional War Labour Board for Ontario, dated June 18, 1945, dismissing the Union's application for a direction that a group wage incentive plan be altered and bonus earnings paid on an hour-for-hour basis. The Regional Board granted leave to appeal.

The plan has been in effect since 1929. In addition to guaranteed base rates, group production above standard is measured by time factors and compensated. The time required to actually perform an operation is ascertained through a time study and is called "normal time". To this "normal time" is added an allowance of 10 per cent for contingencies and an additional allowance of 20 per cent for incentive motive. The combination of "normal time" plus these allowances is called "standard time". The time taken by a group of operators to perform a given rated operation is called "actual time".

It will be observed that "standard time" is 32 per cent above "normal time". In other words, if the "normal time" required to complete a given project is 100 hours, the

"standard time" applicable thereto is 132 hours. We must say this allowance is greater than that found in any similar plan which has yet come to our notice.

Under the formula used to calculate bonus earnings, if a group of operators produce 100 hours work in 110 hours they receive a bonus amounting to 16.66 per cent of their guaranteed base rate. In like manner, 100 hours work done in 100 hours would produce a bonus of 24.2 per cent and if done in 90 hours a bonus of 31.8 per cent.

The issue raised by the union is that the formula does not give the employees the full amount of the bonus hours earned. To provide for the payment of the full premium or bonus hours earned the bonuses just mentioned would have to be increased to 20 per cent, 32 per cent and 46.6 per cent, respectively.

The Union rests its appeal upon this Board's decision in the Electric Auto-Lite Limited case (L. G., June, 1945, p. 825) in which, it contends, a principle was adopted which should be made to apply in this case.

The facts in the Electric Auto-Lite case were very different from those in this case and should be shortly stated. The Company, having had in effect a Bedaux system of incentive rates, installed, on direction of the Regional Board, a schedule of piece work rates for a trial period of three months. At the end of the trial period, it was found upon analysis that the piece work rates were producing earnings which were altogether out of line with anything being paid in the industry. The Regional Board then directed the Company to discontinue the piece work rates and revert to the Bedaux system, modified, however, to the extent that the full premium accruing should be paid to the employees. This change in the Bedaux system was adopted by the Company and it was the Union involved who appealed to this Board for maintenance of the piece rates.

We find that the basis, in this case, of ensuring additional wage payments for out-

put in excess of a given standard differs so materially from that in the Auto-Lite case as to make it abundantly clear that the two cases are quite different. The 32 per cent allowance is the unusual feature of the present case.

In the circumstances we must look at the results of the plan in this case and ascertain whether it would be fair and reasonable and consistent with the purposes of Wartime Wages Control Order, 1943, to alter the plan (Section 20 (1) (c) (i)). After considering the submissions and argument we have come to the conclusion that the present plan is fair and reasonable and to disturb the same would not, in our opinion, and having regard to all material circumstances, be consistent with the purposes of the said Order.

There will be a Finding and Direction dismissing the appeal.

October 16, 1945.

Re: Mount Pleasant Undertaking Company, Limited, Nunn & Thomson, Roselawn Funeral Directors, G. W. Hamilton Undertaking Company, Limited, S. Bowell & Son and Embalmers and Undertakers Assistants, Local No. 23374

Reasons for Decision

The employers apply for leave to appeal and appeal from decisions of the Regional War Labour Board for British Columbia, dated June 21, 1945. In and by the said decisions the Regional Board directed the employers to inaugurate the practice of paying their employees at the rate of time and one-half for work performed in excess of nine hours per day or fifty-four hours per week and on certain statutory holidays.

The Regional Board declined leave to appeal on the ground that no new material had been tendered with the request for such leave. With much respect, we cannot agree that the foregoing constitutes a ground for refusing leave and in the circumstances of the case, we are of opinion that leave should be granted.

On June 24, 1944, the Regional Board issued a Finding and Direction directing the appellants herein and others to establish a work week of seventy hours and to pay overtime rates for work done in excess of seventy hours, averaged over a two weeks period. The important point to note here is that the overtime rule applied on a fortnightly basis.

The decision under appeal provided for overtime on a daily basis and at the same time it reduced the standard work week to fifty-four hours.

The employees concerned in this appeal are embalmers and assistant embalmers and they are monthly rated. The nature of their duties is such as to require them to work at irregular hours. On many occasions no work is performed through the hours of the ordinary work day. In these circumstances we do not consider that it would be fair and reasonable to direct the employers to pay overtime on a daily basis. Indeed, we find that such a condition would be an innovation in the case of the occupational classifications concerned. We have arrived at this conclusion after a careful study of the submissions herein and of the minutes of the Regional Board—all of which were found most useful for our purposes.

We find no sufficient reason for disturbing the Regional Board's decision requiring the employers to inaugurate a fifty-four hour week with overtime for time worked in excess of 54 hours per week at time and one-half and to pay time and one-half for work done on the statutory holidays named in the Regional Board's Finding and Direction. We are of the view, however, that the appeal should succeed as to those parts of the Findings and Directions requiring the employers to pay overtime after nine hours per day. The appeal will be allowed to this extent and, there will be a Finding and Direction accordingly.

October 17, 1945.

Re: Various Paper Companies in Ontario and Employees

The Ontario Paper Company Limited, The Spruce Falls Power and Paper Company Limited, Ontario-Minnesota Pulp and Paper Company Limited, Provincial Paper Limited (Port Arthur Division), The Great Lakes Paper Company, Limited, Abitibi Power and Paper Company Limited and Subsidiary Companies in Ontario.

Reasons for Decision

An appeal by the Unions from a decision of the Regional Board for Ontario dated July 12, 1945, refusing to authorize the

inauguration of a 6-day sick leave plan submitted for approval in a joint application. Leave to appeal was granted by the Regional Board.

This Board has not seen fit to direct, under wage control legislation, sickness pay as a new condition. At this time, however, we see no reason why P.C. 9384 should stand in the way of a plan providing for sick leave allowance in reasonable terms when it has been negotiated collectively. In our view the plan submitted should be approved and the appeal allowed.

October 17, 1945.

Re: Federal Wire and Cable Company, Limited, Guelph, Ont., and United Steelworkers of America, Local 3021

Reasons for Decision

This is an appeal by the Union from decisions of the Regional War Labour Board for Ontario dated May 31 and June 4, 1945. In the first decision the Regional Board rejected the application of the Union for an increase in hiring rates for female and male employees. In the second decision the Regional Board rejected an application for a direction to pay night shift differential of five cents an hour. The Regional Board granted leave to appeal.

It is evident from the briefs filed herein that both parties made extensive surveys of wage rates paid in industries in the Guelph area. The Union produced evidence showing rates paid in certain industries. This was done for the purpose of showing that gross inequality existed in respect of the starting rates paid to the respondent's employees. The respondent on the other hand produced evidence showing the starting rates paid by other employers. The purpose of the respondent's action in this respect is to provide means to support its argument that no gross inequality exists in respect of the starting rates paid to its employees.

We have had occasion to review the wage rates paid to employees of some of the concerns whose wage rates are referred to in the Union's brief and we know something of the nature of their operations. Those operations are in no way comparable to the operations of the respondent because the respondent does not process steel; it has no iron workers, moulders or foundry workers, nor does it operate any melting furnaces or rolling mills. Inasmuch as the operations do not compare it follows that a comparison of wage rates paid in the plants referred to and in this plant cannot constitute a proper basis for consideration of this case under Wartime Wages Control Order, 1943.

The second branch of this appeal involves night shift differentials. In this connection the evidence is that no employer in the Guelph area pays such differential and we do not propose to disturb the Regional Board's decision.

It is obvious to us from the evidence submitted herein that the Regional Board proceeded on proper principles in deciding the case.

There will be a Finding and Direction accordingly.
October 18, 1945.

Re: Timmins New Method Laundry Limited, and Timmins General Workers' Union

Reasons for Decision

An appeal by the employer with leave of the Regional War Labour Board for Ontario, from a decision of that Board dated April 24, 1945. The Regional Board directed the employer to increase wage rates for its laundry workers.

The employer does not contend that the Regional Board erred in the matter of the

quantum of rates fixed. The whole appeal turns on the question of ability to pay the increased rates under present price ceilings.

From examination of the financial statements of the employer, as well as of other statements which clarify for our purposes, certain items in these statements, we have concluded that unless the employer's service charges to its customers are increased, the

employer would be unable to pay the higher wages.

Our view of section 20 (2) of the Wartime Wages Control Order, 1943 (P.C. 9384) is that this Board should not direct increases in wage rates in those cases in which the employer clearly establishes his inability to

pay (*See decision in Temiscouata Railway Company, L.G., June, 1945, p. 824*).

In our opinion, the employer has so demonstrated his financial position as to make it necessary for us to allow the appeal.

October 18, 1945.

Re: Master Electricians' Association of Toronto and International Brotherhood of Electrical Workers, Local 353 (AFL)

Reasons for Decision

In this case the Master Electricians' Association of Toronto seeks leave to appeal from a decision of the Regional War Labour Board for Ontario dated July 10, 1945. In and by that decision certain employers were directed to increase by four cents per hour the wage rates for journeymen electricians.

The preliminary question to settle is whether the appellant has any status before this Board. Section 11 (1) provides, in part, that: "Any person interested in or affected by any decision or direction of a Regional Board may appeal to the National Board...". The Association as such was not a party in the proceedings before the Regional Board. Moreover it has not been demonstrated that the Association represents any employer named in the Regional Board's decision who is opposed to

the increase. Representatives of the Association say that three of the said employers are or at least were, members of the Association. Two of those employers have indicated that they propose to comply with the Regional Board's decision. Nothing is said as to the attitude of the third member employer.

On the evidence submitted before us we are obliged to find that the appellant is not a person interested in or affected by the direction. The application for leave to appeal is therefore dismissed and there will be a Finding and Direction accordingly.

This decision is not to be construed as indicating any opinion of the Board on the merits of the increase involved in the case. The four cents increase is a matter with which we will deal in other proceedings.

October 19, 1945.

Re: Goderich Salt Company Limited, and Local 23736, American Federation of Labour

Reasons for Decision

With the leave of the Regional War Labour Board for Ontario the Company and the Union now appeal from a decision of that Board dated August 3, 1945. In and by the decision of the Regional Board the employer was authorized to pay a premium rate of time and one-half for all hours worked in excess of 48 per week.

The joint application to the Regional Board requested authority to pay such premium rate for time worked in excess of normal working hours. The joint application was the outcome of negotiations between the parties. Prior to such negotiations no punitive overtime rates had been paid. It was agreed that punitive rates be paid on a daily basis because of the unusual nature of the employer's operations which make it impossible to reduce the work week to one of 48 hours or to establish an 8 hour day for all employees. The standard work day for shift employees

is 8 hours, for female employees in the packing department 8½ hours and for other employees on a 5½ day week, 9 hours.

The relevant clause in the collective bargaining agreement made between the parties reads as follows:

Overtime at the rate of time and one-half will be paid over maximum daily hours, but overtime shall not apply where such an employee works over the maximum daily hours in any day due to change of shift; subject to the approval of the War Labour Board.

Upon the understanding that the expression "maximum daily hours" means 8 hours for shift workers, 8½ for the said female workers and 9 hours for the others, respectively, we see no reason why the above quoted clause cannot be approved and put into effect. Accordingly the appeal is allowed and the authority given. There will be a Finding and Direction accordingly.

October 25, 1945.

Re: Montreal Hardware Manufacturing Company, Limited, and United Steelworkers of America, Local 3514

Reasons for Decision

By leave of the Regional War Labour Board for Quebec, the Union now appeals from the decision of that Board dated May 22, 1945. In and by that decision the Regional Board directed the employer to increase wage rates by ten per cent but rejected that part of the Union's application dealing with vacations with pay and certain overtime conditions. This appeal is confined to the vacation-with-pay issue.

Power to authorize or direct vacations with pay is vested in a War Labour Board by Clause (c) (i) of subsection (1) of Section 20 of the Wartime Wages Control Order 1943. When dealing with an application under the said clause a War Labour Board is required to decide whether the request is

fair and reasonable and is consistent with and can still give effect to the purposes of this Order, having regard to all the circumstances deemed by it, in its discretion to be material. It is apparent that the substantial wage increases directed by the Regional Board were taken into consideration by that Board when it came to exercise its discretion in the matter of vacations with pay.

No sufficient argument was advanced before us which would establish that the Regional Board in exercising its discretion, proceeded on any improper principle. In the circumstances we do not propose to disturb the Regional Board's decision on the point at issue. The appeal is, therefore, dismissed. There will be a Finding and Direction accordingly.

October 25, 1945.

Re: Ottawa Dairy Company, Producers Dairy Limited, Clark Dairy Limited and Central Dairies Limited and National Union of Stationary and Operating Engineers, Local No. 1

Reasons for Decision

This is an appeal by the employers from decisions dated May 25, 1945, of the Ontario Regional Board directing increases in wage rates ranging from 4 cents to 24.4 cents per hour for operating engineers and firemen. Leave to appeal was granted by the Regional Board.

The Union seeks to establish rates for these classifications by making comparisons with rates paid to similar employees in areas other than the Ottawa area. In our view,

the proper basis of comparison in this case are the rates paid to operating engineers and firemen in other industries in the Ottawa area. On that basis, our finding is that the rates should be as follows:

Operating Engineer—2nd Class	80c per hour.
—3rd Class	75c per hour.
—4th Class	70c per hour,
Fireman	65c per hour,

The Findings and Directions will therefore be varied accordingly.

October 29, 1945.

Re: Park Steamship Company, Limited and The Canadian Seamen's Union

Reasons for Decision

This is an application by the Union to establish a uniform overtime rate of 75c per hour for all unlicensed ratings engaged on the Company's vessels and to provide for payment of overtime to the members of the Stewards' Department for work required to be performed on Saturday afternoon and Sunday when in port. The Union also requests a direction to the Company to include in its collective agreement with the Union the following clause:

It is understood and agreed that at such time as the War Risk Bonus is declared by competent Governmental authorities to be no longer payable or in the event of any modification therein being ordered by similar authorities, the parties shall meet within thirty days to discuss consequent adjustments and it is understood that the question of

basic rates of pay shall be reopened at such time.

The evidence presented by the parties to the application concerning establishment of a flat overtime rate for all ratings is somewhat confusing. The Company submits that such is not established practice under National Maritime Board Agreements covering foreign going vessels of British registry. The Union maintains that the payment of a uniform rate is established practice on vessels of United States, Australian, New Zealand and the registry of certain other countries, but fails to show that the rate paid for overtime approximates the equivalent of 75c per hour except in the case of vessels of United States registry.

On the evidence submitted to us we are unable to find that the overtime rates as set

out for the respective ratings in Section 19 of the 1943 agreement should be disturbed, but we do find that in respect of such overtime rates the provision of Section 14(a) of P.C. 9384 does not appear to have been met. The amount of cost-of-living bonus previously paid was incorporated into wage rates of all occupational classifications of the Company with the payroll period following February 15, 1944, pursuant to Section 15 of the Order. However, no corresponding adjustment has been made in the overtime rate paid the several classifications of unlicensed ratings. We, therefore, feel that there should be a corresponding adjustment in the overtime rates and this adjustment should be effective from June 1, 1945. The overtime rates will then be:

Carpenter, Boson, Donkeyman	
Chief Steward, Chief Cook....	63½c
Able Seaman, Oiler, Fireman,	
Second Cook, Second Steward	
Messman.	58½c
Ordinary Seaman, Deck Boy,	
Galley Boy	38½c

With regard to the payment of an overtime rate for work required to be performed by members of the Stewards' Department on Saturday afternoon and Sunday when in port, it must be remembered that overtime compensation is in the nature of a penalty designed to prevent the working of employees

beyond normal working hours. However, there are situations where certain services must be performed by some employees when others may be free of duty. This is the situation in respect of employees of the Stewards' Department on vessels. While other ratings may be relieved of duty on Saturday afternoon and Sunday when in port, service must be required of certain members of the Stewards' Department to prepare and serve meals for other crew members. Under conditions of operations of vessels it is not possible for the ship owner to provide relief for members of the Stewards' Department in order to avoid the payment of an overtime penalty and in our view it would be unreasonable to require the vessel owner to pay overtime compensation to members of that Department under conditions as requested by the application. For these reasons this portion of the application is denied.

Concerning the clause which the Union requests we direct the employer to include in the collective agreement, as this matter does not involve any question of immediate change in the basic scale of wage rates of the employees represented by the Canadian Seamen's Union, the matter is not one within the jurisdiction of this Board.

There will be Finding and Direction accordingly.

October 29, 1945.

Re: Various Paper Box Companies and the Joint Committee of the Paper Box Industry of the Province of Quebec

Major Paper Box and Wire Works, Limited, The London Paper Box Co., Limited, City Box Co., Limited, Ideal Paper Box Co., Limited, Marieville Paper Box Co., Richelieu Paper Box Co., Limited, American Paper Box Co., Limited, United Paper Box Co., Limited, Atlas Paper Box Co., Limited, Pyramid Paper Box Co., Limited, Carton Limited, Employees Association of Major Paper Box and Wire Works, Limited.

Reasons for Decision

This is an appeal by certain employers from the decision dated May 29, 1945, of the Regional War Labour Board for Quebec in which it approved increases in the average minimum wage rates directed for the paper box industry in Zone 1 by an Order in Council under the Quebec Collective Labour Agreement Act. The

increases directed are from 42 cents to 50 cents per hour for male employees and from 28 cents to 32 cents per hour for female employees. The computation of "average minimum rates" is governed by the Order in Council and subject to the supervision of the Joint Committee.

The evidence would indicate that the appellants do not immediately face increased wage costs as a result of the decision.

It appears to this Board that the Regional Board reached its decision after adequate and careful investigation of the rates actually paid in the industry and that the increases directed are allowable under the Wartime Wages Control Order, 1943 (P.C. 9384). We are of opinion that the decision should not be disturbed.

The appeal should, therefore, be dismissed.

October 29, 1945.

Re: Dominion Bridge Company, Limited, (Calgary Rolling Mill Department) and Rolling Mill Employees' Union No. 23180, A.F. of L.

Reasons for Decision

This is an appeal from a decision of the Alberta Regional War Labour Board dated July 11, 1945, directing an increase of 5 cents per hour in the wages of all plant employees other than those employed at a tonnage rate in the Calgary Rolling Mill Department of the above Company.

On April 6, the Union filed with the Regional War Labour Board an application for approval of a draft revised agreement with the Company. Following exchange of correspondence between the Board and the parties, the Regional Board issued a Finding and Direction directing the increase in wage rates as mentioned.

As the case comes to us we find that the Union before making its application to the Regional War Labour Board made little or no attempt to negotiate with the Company the changes that it proposed in the collective agreement or in the wage rates of the occupational classifications it represented.

The Wartime Wages Control Order does not prohibit employers and employees entering into negotiations as to such changes in the basic scale of wage rates as they may deem to be fair and reasonable in the light of their knowledge of the particular operations performed by employees in the respective occupational classifications. If following negotiations they can arrive at a mutually satis-

factory agreement as to the wage rates to be paid and the working conditions to prevail and if any of the provisions of their agreement require approval by a War Labour Board under the provisions of the Order, it remains for the Board to determine whether or not such approval can be given consistent with the intent and purpose of the Order.

The wage schedules of many companies involve consideration of highly technical operations with which the parties to an application are thoroughly familiar. The present appeal is such a case and we feel that, irrespective of the action of the Regional War Labour Board in this case in directing a general increase in wage rates for all employees other than those paid on a tonnage basis, the parties to the appeal should be given opportunity to negotiate and endeavour to agree upon such adjustments in the wage rates of individual occupational classifications comprised in their wage schedule as may appear to them to be fair and reasonable. We shall, therefore, require them so to do and to report the results of their negotiations to this Board not later than November 30. If they can agree, we shall then consider whether the adjustments which they propose can be approved consistent with the intent and purpose of the Order. If they cannot agree, we shall then make final disposition of the appeal.

October 29, 1945.

Re: Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

Reasons for Decision

This is an application by the Brotherhood to increase wage rates of freight handlers employed by the Company at Quebec and Montreal, P.Q., and at Toronto, Hamilton, Sarnia-Point Edward, Windsor, Port Arthur and Fort William, Ontario, by 10 cents per hour.

The Union bases its application on comparisons of the wage rates paid these employees with those prevailing for longshoremen engaged in loading and unloading cargo to and from ocean-going vessels.

This Board directed an adjustment in the basic wage rates and in the amount of cost-of-living bonus of occupational classifications covered by the present application in Reasons for Decision of September 30, 1943, when it considered the situation of these freight handlers along with other freight handlers engaged in similar service with the steam railway companies. The Board in so doing did not

then equalize the basic wage rates of these employees with those engaged in the comparable service on steam railways. However with incorporation of amounts of cost-of-living bonus into wage rates pursuant to the requirements of Section 15 and Schedule "A" of Wartime Wages Control Order, 1943, P.C. 9384, the relationship of basic wage rates which the Board then established has been disturbed.

Review of the adjustments that have been made in the wage rates of these employees since the month of August, 1939, shows that an increase of 3 cents per hour will restore the relationship that existed between the wage rates paid these classifications and wharf freight handlers in the service of the railway companies at the date mentioned. This increase will be effective with the first payroll period beginning on or after August 3, 1945.

There will be Finding and Direction accordingly.

October 29, 1945.

Re: Asbestos Corporation, Limited, and Canadian Johns-Manville Company, Limited, and La Fédération Nationale Catholique des Employé de l'Amiante, Inc.

Reasons for Decision

These applications, made by the Federation on behalf of the local syndicates of employees, were heard together. In the case of the Asbestos Corporation's operations at Thetford Mines, P.Q., the request is for a five-cent increase in the common labour rate with 10 per cent increases for classifications above common labour. At the Johns-Manville Company located at Asbestos, P.Q. the request is for a general increase of seven cents per hour with a proportionate increase for certain piece workers. In addition, the applications contain a request for a five-cent premium for night work and for two weeks' vacation with pay after five years of service.

The common labour rate is presently 55 cents above ground and 58 cents underground at Asbestos Corporation and 54 cents at the Johns-Manville Company. A substantial proportion of the employees, particularly at the Asbestos Corporation are receiving the common labour rate. By a decision of this Board dated April 13, 1944 (L.G., May, 1944, p. 602) all rates were increased by four cents under the "gross injustice" rule of section 20 (1) (a) of the Wartime Wages Control Order, 1943 which again must govern our decision.

Re: Johnson's Company and Canadian Union of Asbestos Workers, Local No. 6

Reasons for Decision

This is an application by the Union for a general wage increase, graduated from 5 per cent for the highest paid classifications to 15 per cent for common labour, a 10 cents differential for temporary charge hands, a 15 per cent night shift premium for certain employees, overtime at time and one-half for certain employees, minimum reporting allowance of 2 hours and 12 days' vacation with pay for underground workers and watchmen.

The common labour rate is presently 55 cents above ground and 58½ cents underground. By a decision of this Board dated April 13, 1944 (L.G., May, 1944, p. 602) all rates were increased by 4 cents under the "gross injustice" rule of section 20 (1) (a) of the Wartime Wages Control Order, 1943, which again must govern our decision. After having given the submissions in support of the applications the most careful consideration, we have come to the conclusion that we have been furnished with no new arguments or evidence to justify a further general increase beyond or

After having given the submissions in support of the applications the most careful consideration, we have come to the conclusion that we have been furnished with no new arguments or evidence to justify a further general increase beyond or above that awarded in the said decision of April 13, 1944.

In the matter of premium for night work and two weeks' vacation with pay after five years or more of service, we must deny the application for a direction upon the basis of our present policy in respect of these matters.

In the result the applications must be denied, except as to the matter of job evaluation which was suggested by this Board in its decision above referred to. The Companies have proceeded with and completed the analysis and evaluation and some of the results have been approved by this Board on joint application of the parties. The main objection of the Syndicates is to the method used in converting points into money or wage rates and there are certain other matters involved which require closer examination by officials of this Board. We shall, therefore, leave this part of the case open for further consideration.

October 30, 1945.

above that awarded in the said decision of April 13th, 1944.

In the matter of premium for night work and 12 days' vacation with pay for certain employees, we must deny the application for a direction upon the basis of our present policy in respect of these matters.

In the result the applications must be denied, except as to the matter of job evaluation which was suggested by this Board in its decision above referred to. The Company has proceeded with and completed the analysis and evaluation and is prepared to put the result into effect. The main objection of the Union is that it had no part in working out the plan. It is quite possible that the differential for charge hands, the overtime request and reporting allowance are linked in some way to the job evaluation which requires closer examination by the officials of this Board. We shall, therefore, leave this part of the case open for further consideration.

October 30, 1945.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

The articles on strikes and lockouts, formerly included in this section, may be found elsewhere in this issue.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under The Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of October. During the month, the Board received two applications, held four hearings, issued six certificates designating bargaining representatives, rejected one application and gave a decision in one appeal case.

Certificates Issued

Following an investigation of the application by an Officer of the Board, bargaining representatives as stated were certified in the under-noted case:

Messrs. J. A. Sullivan, D. Ferguson, C. E. Lenton, J. McManus, C. Sauras and T. Roy and the Canadian Seamen's Union for the unlicensed personnel of ss. *Sable Island*, ss. *Gaspe North* and ss. *Gaspesia*, owned and operated by the Clarke Steamship Company Limited, Montreal, P.Q.

Following an investigation and a public hearing bargaining representatives as stated were certified in the following cases:

Messrs. J. A. Sullivan, D. Ferguson, and C. E. Lenton and the Canadian Seamen's Union for the unlicensed personnel employed in the deck, engine-room and stewards' departments of the ss. *Britamoil*; ss. *Britamette*; ss. *Britamoco*; ss. *Britamlube*; and ss. *Britamolene* operated by the British American Oil Company, Limited, Toronto, Ontario.

Application for Certification Rejected

Canadian Seamen's Union and Imperial Oil, Ltd., Toronto, Ont. (L.G., August, 1945, p. 1129). Following an investigation of the application by an Officer of the Board and a public hearing, the Board decided to reject the application, as evidence submitted did not show that it had the support of a majority

of the employees affected as required by the Wartime Labour Relations Regulations, P.C. 1003.

Applications for Certification Under Investigation

1. The Canadian Seamen's Union, Pacific Coast District, on behalf of the unlicensed crew members in deck, engine room and steward's department, of vessels operated by Cliff M. R. and B. C. Mills Towing Company Limited, Vancouver, B.C.

2. The Traffic Employees' Association on behalf of employees in the traffic department of the Bell Telephone Company of Canada, Montreal, P.Q., employed in an operative capacity, including central office clerks and rest-room and lunch-room employees.

Decision of Board in Appeal Cases

On October 9, the Board heard argument on the appeal of United Shipyards Limited,

Montreal, P.Q., from a decision of the Quebec Wartime Labour Relations Board certifying the Brotherhood of Railroad Trainmen as bargaining representatives for all employees of the Company engaged in switching service—locomotive engineers, locomotive firemen, conductors and brakemen, power crane operators and crane firemen. Following the hearing the Board decided to allow the appeal as the employees affected were already covered by an existing agreement and cause had not been shown to satisfy the Board that they should be withdrawn from the unit hitherto existing and established as a separate unit.

In the October issue of the *LABOUR GAZETTE*, (page 1460) reference was made to the decision of the Board in connection with the appeal of the National Steel Car Corporation Limited, Hamilton, Ontario, and the Steel and Car Workers' Union. The text of the Board's formal Reasons for Judgment has since been released and is shown below:

**Between: National Steel Car Corporation Ltd., Hamilton, Appellant
(Respondent) and Canadian Steel Car Workers' Union, Appellant
(Intervener) and Local 2352, United Steelworkers of
America, Respondent (Petitioner)**

THE Board consisted of the Chairman, Vice-Chairman, and Messrs. Best, Comp- lin, D'Aoust, Deschamps, Hills, Mosher, Picard and Taylor.

The judgment of the Board was delivered by the Chairman.

This is an application for leave to appeal and an appeal from a decision of the Ontario Wartime Labour Relations Board ordering a vote of employees of the National Steel Car Corporation Limited, Hamilton, Ontario, on an application for certification made by the respondent union, Local 2352 United Steelworkers of America. The respondent union petitioned in January 1945 for certification on behalf of the employees of the Company in its Hamilton establishment, excepting therefrom the employees in the New Shell plant and certain other classes of employees considered inappropriate to the bargaining unit. In its petition the respondent claimed 1,075 members out of some 1,500 employees in this bargaining unit and filed membership cards with the Board in support of this claim. The Ontario Board by direction made following a hearing held by it on March 6, 1945, included the employees in the New Shell plant in the bargaining unit which had the effect of increasing the number of employees affected from some 1,900 as of March 6 in the original bargaining unit to a total of 2,900 in the unit specified by the Board. Two checks

were made by the Board of the membership cards submitted by the respondent and appellant (intervener) unions respectively against the Company payroll records. The check made as of March 6, 1945, of employees in the bargaining unit defined by the respondent union, was reported as showing the respondent union to have somewhat less than a majority of members in this unit. A subsequent check made as of May 26, 1945, of employees in the bargaining unit established by the Board was reported as showing the respondent union to have a slight majority membership of employees in the unit. Neither check was reported as showing the appellant (intervener) union to have more than a minority membership in the unit.

Both appellants appealed against the finding of the Ontario Board that a majority of the employees of the Company in an appropriate bargaining unit were members of the appellant union within the meaning of the Wartime Labour Relations Regulations and the ordering of a vote on the basis of such a finding. In our opinion where a union has satisfied the Board that it has the requisite majority of members in either the unit of employees specified by it in its petition or in the unit of employees established by the Board, the Board is acting within its authority in directing a vote. In the present case there was evidence on which the Ontario Board could base its

finding as to the status of the respondent union, and, accordingly, we see no reason for disturbing this finding.

We are, moreover, unable to see the force of the appellants' arguments that in view of substantial reductions in the number of employees in the bargaining unit having occurred subsequent to the ordering of a vote by the Board, that the Ontario Board should have acceded to the appellants' request for a further hearing. In such circumstances the taking of a vote is the only suitable manner in which the effect of these subsequent changes in employee strength on the claims of the rival unions to representation can be accurately and finally ascertained.

The appellant union (intervener) further appeals from the decision of the Ontario Board refusing to place its name on the ballot for the reason that it had failed to show requisite support to entitle it to do so. In arguing this ground before this Board, the appellant submitted that the Ontario Board had wrongfully refused to accept in evidence further membership cards submitted by the appellant following the hearing held by that Board in this matter. We cannot find that this appellant was deprived of a reasonable opportunity to make, representations or submit evidence on its own behalf as it had ample opportunity in the period from January 23, 1945, the date of the filing of its notice of intervention, until the date of the hearing on March 6, 1945, to obtain evidence on this issue which was obviously necessary to support its case. We, therefore, see no reason for disturbing the finding of the Ontario Board on this ground. The appellants further cited to this Board the case of the Brotherhood of Railroad Trainmen and New York Central Railway as authority for placing the name of an intervening minority union on the ballot. In the case cited, the union intervening held the existing contract

with the Company and had held it for many years and this Board therefore decided therein that these circumstances constituted an exception to the general rule laid down in the Wright Hargreaves-Sylvanite case. Such circumstances do not, however, apply in the present proceedings as the intervener had no previous recognition as the bargaining representative of a majority of employees of the Company in a bargaining unit nor did it hold a collective bargaining contract with the Company as representative of a group of employees.

The appellant Company further appeals on the ground that it had been wrongfully deprived by the Ontario Board of the right to scrutinize and check membership cards and rolls of the two contending unions. The Regulations (see section 7) place on the Board the responsibility for satisfying itself by whatever means it considers advisable as to the choice of the employees in a bargaining unit found appropriate by the Board for collective bargaining purposes and the Board is required to give all interested parties an opportunity to present evidence and make representations (see section 23, subsection 7). The Regulations do not provide that interested parties may examine union records.

Leave to appeal is granted but the appeal is dismissed.

(Sgd.) G. B. O'CONNOR,

Chairman.

*for the Wartime Labour Relations Board
(National)*

- C. H. Doolittle, Esq., A. McEdwards, Esq.,
for National Steel Car Corporation Ltd;
E. Smith, Esq., G. Belbeck, Esq., J. Shaw,
Esq., H. A. Hooper, Esq., for Canadian
Steel and Car Workers' Union;
John Dowling, Esq., for Local 2352, United
Steelworkers of America.

October 9, 1945.

Conciliation Proceedings Under The Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to

confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Board Reports Received

During October reports were received from thirteen Boards of Conciliation:—

Nineteen Retail stores, Winnipeg, Man. Oretzski's Dept. Store, Wolch's Dept. Store, Adrienne Styles, Atkinson's Limited, Claires Limited, Clifford's Ladies Wear, Co'ed Ladies Wear, Dales Ladies Ready to Wear, Delmar's Ladies Ready to Wear, Helene's Ladies Apparel, Grayson's, Nu-Mode Dress Shoppe, Lido Ladies Apparel, John Pollick, Toronto Ladies Ready to Wear, State Shoe Store, Stroller Shoe Store, Surprise Shoe Store, Varsity Shoppe and Local 286, Retail Clerks International Protective Association.

Fahr alloy Corp. Canada Limited, Orillia, Ont. and Local 511. United Electrical Radio & Machine Workers of America.

Truscon Steel Corporation of Canada Ltd., Windsor, Ont. and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

Auto Specialty Manufacturing Co. (Canada) Ltd., Windsor, Ont. and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

Belleville-Sargeant Co., Belleville, Ont. and Local 426, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

Aluminum Co. of Canada Limited, Shawinigan Falls, Que. and Syndicat National des Employés de l'Aluminium Inc.

Canadian Car and Foundry Co. Ltd., (Aircraft Division), Fort William, Ontario and Aircraft Lodge 719, International Association of Machinists.

York Knitting Mills, Ltd. (Knitting Division) and Local No. 4, National Union of Textile Workers (supplementary report submitted by reconvened Board of Conciliation.)

Thermoid Mould and Tool Works Ltd., Welland, Ont. and Local 523, United Electrical, Radio & Machine Workers of America.

Port Arthur Shipbuilding Co., Port Arthur, Ont. and Local 11, Industrial Union of Marine and Shipbuilding Workers.

Kaufman Rubber (Ontario) Ltd., Kitchener, Ont. and Local No. 88, United Rubber Workers of America.

Cockshutt Plow Co. Ltd., Brantford, Ont. and Local 458, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

Six Motor Companies, Fredericton, N.B. MacFarlane Motors Ltd., Valley Motors Ltd., Smith Motors Ltd., Capital Garage, J. Clark and Son Ltd., Wood Motors Ltd., and Fredericton Automobile Mechanics and Garage Workers Union.

The text of these board reports will be found at the conclusion of this article.

Boards Fully Constituted

During October six Boards of Conciliation were fully constituted:—

B.C. Marine Engineers & Shipbuilders Ltd., Vancouver, B.C. The Board of Conciliation established to deal with a dispute between the B.C. Marine Engineers & Shipbuilders Ltd., Vancouver, B.C. and Local No. 2 Dock & Shipyard Workers' Union, was fully constituted on October 2 with the appointment of Prof. F. M. Clement, Vancouver, as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. R. L. Norman and Mr. M. MacLeod, Vancouver, B.C. were appointed on the nomination of the employer and employees respectively.

On October 12 Prof. Clement due to another appointment resigned as Chairman of the Board. On October 16, Mr. J. Howard Harman of Victoria, B.C. was appointed Chairman of the Board by the Minister in the absence of a joint recommendation from Messrs. R. L. Norman and M. MacLeod.

Brown's Bread Ltd., Toronto, Ont. The Board of Conciliation established to deal with a dispute between the Brown's Bread Ltd. Toronto, Ont. and Local 847, Bakery Wagon Drivers Union, (T.L.C.) was fully constituted on October 18 with the appointment of Dr. Alexander Brady, Toronto, Ont., as Chairman of the Board, who was appointed by the Minister of Labour on the joint recommendation of the other two members of the Board. Mr. J. S. Midanik and Mr. N. L. Mathews, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

Brown's Bread Ltd., Toronto, Ont.—The Board of Conciliation established to deal with a dispute between the Brown's Bread Ltd., Toronto, Ont. and Local 264, Factory Bakers' Union (T.L.C.), was fully constituted on October 18 with the appointment of Dr. Alexander Brady, Toronto, Ont. as Chairman of the Board, who was appointed by the Minister of Labour on the joint recommendation of the other two members of the Board. Mr. J. S. Midanik and Mr. N. L. Mathews, Toronto, Ont. were appointed on the nomination of the employer and employees respectively.

Canada Electric Castings Ltd., Orillia, Ont.—The Board of Conciliation established to deal with a dispute between the Canada Electric Castings Ltd., Orillia, Ont., and United Electrical, Radio & Machine Workers

of America, was fully constituted on October 23 with the appointment of Honourable Mr. Justice W. D. Roach, Toronto, Ont., as Chairman of the Board, who was appointed by the Minister of Labour on the joint recommendation of the other two members of the Board. Mr. J. L. Ross of Toronto, Ont. and Mr. M. J. Fenwick, Oshawa, Ont. were appointed on the nomination of the employer and employees respectively.

Perfect Circle Co. Ltd., Leaside, Ont.—The Board of Conciliation established to deal with a dispute between the Perfect Circle Co. Ltd., Leaside, Ont. and Local 2729 United Steelworkers of America was fully constituted on October 3 with the appointment of Mr. F. J. MacRae of Toronto, Ont. as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. E. M. Dillon and Mr. E. B. Jolliffe, both of Toronto, Ont. were appointed on the nomination of the employer and employees respectively.

Six Retail Stores, Glace Bay, N.S.—The Board of Conciliation established to deal with a dispute between the Six Retail Stores, Glace Bay, N.S. and Local No. 1, Wholesale, Retail and Distributive Workers' Union, was fully constituted on October 23 with the appointment of Mr. A. D. Muggah of Sydney, N.S. as Chairman of the Board, who was appointed by the Minister of Labour on the joint recommendation from the other two members of the Board. Mr. Neil Ferguson, Glace Bay, N.S. and Mr. Jas. Nicholson, Sydney, N.S., were appointed on the nomination of the employer and employees respectively.

Board Established

During October one Board of Conciliation was established but not fully constituted:—

Onward Manufacturing Co. Kitchener, Ont. and Local 1719 Inter-Association of Machinists.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from Conciliation Officers indicating the successful conclusion of negotiations and signing of an agreement:—

Messrs. John T. Harrison & Sons Co. Ltd., Owen Sound, Ontario, and Local No. 1 National Union of Furniture Workers.—Jas. Hutcheon, Conciliation Officer.

Marovens Ltd., Moncton, N.B. and Local 302, United Packinghouse Workers of America.—H. R. Pettigrove, Conciliation Officer.

Three Collieries, Saskatchewan: (1) Jenish Brothers, Estevan; (2) Havanah Collieries Ltd., Estevan; (3) Eastern Collieries of Bienfait Ltd., Bienfait, Sask.—H. S. Johnstone, Conciliation Officer.

Dominion Bridge Co. (Calgary Rolling Mills Div.) Calgary, and Local 23180 Rolling Mills Employees' Federal Union.—G. R. Currie, Conciliation Officer.

School District (No. 8) of West Kildonan, West Kildonan, Man., West Kildonan Civic and School Board Employees Unit of One Big Union.—H. S. Johnstone, Conciliation Officer.

Westeel Products, Limited, Toronto, Ont. and Local 252, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).—H. Perkins, Conciliation Officer.

Assignment of Conciliation Officers

Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Canada Bread Co., Toronto, Ont., Avenue Road Plant and Local 264, Factory Bakers' Union (T.L.C.).—F. J. Ainsborough, Conciliation Officer.

Canada Bread Co., Danforth Ave. Plant and Local 264, Factory Bakers' Union (T.L.C.).—F. J. Ainsborough, Conciliation Officer.

Canada Bread Co., Danforth Road Plant and Local 847, Bakery Wagon Drivers' Union (T.L.C.).—F. J. Ainsborough, Conciliation Officer.

Canadian Ohio Brass Co. Ltd., Niagara Falls, Ont. and Local 819, International Union, Mine, Mill and Smelter Workers.—F. J. Ainsborough, Conciliation Officer.

Canadian Industries Ltd., Nobel, Ont. District 50, United Mine Workers of America.—H. Perkins, Conciliation Officer.

Eaton-Wilcox Ltd., Windsor, Ont. and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).—F. J. Ainsborough, Conciliation Officer.

Meuller Ltd., Sarnia, Ontario, and Local 456, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).—F. J. Ainsborough, Conciliation Officer.

National Harbours Board, Montreal, P.Q., Montreal Harbour Staff Employees' Assn.—R. Trepanier, Conciliation Officer.

Seven (7) Motor Companies, Brandon, Man., Princess Garage, Manitoba Motor

Transit, Master Service, Western Motors Ltd., Gillis & Warren Ltd., Canadian Motors Ltd., Reliance Machine and Motor Co., and Lodge 1565, International Association of Machinists.—Thos. J. Williams, Conciliation Officer.

Timmins New Method Laundry (Timmins, Ont.) and General Workers' Union (C.C.L.).—William Dunn, Conciliation Officer.

Remington Rand Limited, Hamilton, Ont. and International Association of Machinists.—F. J. Ainsborough, Conciliation Officer.

L. A. Young Industries Ltd., Windsor, Ont. and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).—F. J. Ainsborough, Conciliation Officer.

Report of Board in Dispute between Nineteen Retail Stores Winnipeg, Man., and Local 286, Retail Clerks' Protective Association.

On October 29 the Minister of Labour received the reports of the Board of Conciliation which was established to deal with the above matter. A minority report was submitted by Mr. R. C. McCutchan.

The personnel of the Board was as follows: Hon. Mr. Justice A. K. Dysart, Chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. A. Bricker and R. C. McCutchan, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report was as follows:

Report of Board

Re: Dispute between 19 Retail Stores, Winnipeg, Manitoba, employees, and Protective Association, Local 286, employees.

HON. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

We, the undersigned, being members of a Conciliation Board appointed by your Order of August 6th, 1945, to deal with the above dispute, beg to submit our report.

The Order lays down that "the Board shall endeavour to effect an agreement between the parties on the matters on which they have not agreed." These "matters", while few in number, are apparently of the most vital importance to the disputants—so much so that neither will yield enough to allow them to meet in entire agreement.

At the outset, it should be stated, we think, that of the original 19 stores involved in this dispute, the employees of four of the stores have withdrawn from the Union; and that of the remaining 15 stores, 13 are small ones having only from two to four employees each. The remaining two stores—Wolch and Oretzki—are fairly large, but Wolch is willing to concede all the demands of the Union, while Oretzki refuses. Indeed Oretzki is believed by the employees to be the spearhead and the controlling factor in the resistance of the

employees' demands. Resentment of that resistance is growing and may lead to a strike.

The representative of the 15 stores who are now joined in one association was at all our meetings—Mr. M. J. Finkelstein. The spokesman for the Union was Mr. R. Seigel, supported by the spokesman for Wolch's store.

After very few meetings it became clear that the parties would never come into agreement at joint meetings. Therefore, by unanimous consent, meetings were held alternatively—first with one side and then with the other side. Such progress was made by this method that we developed high hopes of bringing the parties to harmonious understanding, but in the end the Union backed away from positions which we understood it to have taken, and returned to its original demands. And thus the matter stands to-day.

The dispute has been the subject of negotiations for some months. The negotiations led the employers to grant all demands for increase of wages, and all other demands except (1) closing hours on Saturday; (2) the setting up of a grievance committee; and (3) the reduction of their agreement to a written document to be signed by both parties.

On the first of these points the employers offered a substantial concession which we think would have been accepted by the employees, if the whole arrangement were reduced to a written signed agreement. On the second point, we worked out a provision for a grievance committee composed of members of the employers alone, to whom all grievances might be carried by representatives of the employees. This proposed grievance committee would afford practically all the substance of any grievance committee, and although the employers have not actually agreed to it, we have every reason to believe that if it were unanimously recommended by this Board, it would be accepted and lived up to by the employers. But here again the employees insist that the only way to set up a grievance committee is in a written signed agreement. On the third and last point—the making of a written signed agreement—the parties come to an absolute deadlock.

The Union takes the stand, from which it will not be budged, that it is entitled by law to a "collective agreement", and that no agreement, however recorded, can be a "collective agreement" unless it is expressed in writing and signed by both parties. In this, we think that they are more concerned about *form* than about *substance*.

The employers, on their part, absolutely refuse to sign an agreement in any form. They are willing, however, to go before the War Labour Board, and even to assist the employees in getting what the War Labour Board will grant them, and they promise to live up to any order of that Board. Their chief objection to signing an agreement is that the agreement would bind them, the signatories, but would leave unbound their competitors in the industry, who far exceed in number and importance the signatories themselves. In other words, their stand is that the Union is not sufficiently organized to control the industry; that if it were so organized they would gladly enter into negotiations for an agreement, but until such organization they will not put themselves in a position to suffer from the practices or conditions which may prevail in their competitors' un-unionized—and therefore uncontrolled—stores.

They point out that this Union is very young and very small; that apart from Wolch's and Oretzki's stores, it controls only 13 small stores out of nearly 200 such stores in Winnipeg; and that it controls none of the half dozen large stores, except Wolch's and Oretzki's—which are about the smallest among those large stores. They argue that to compel them to sign a collective agreement, which by law has to be of at least one year's duration, would place them in a position of disadvantage with their competitors; would place them at the mercy of competitors over whom neither these employers nor the Union has any control whatever. They call attention to the position of the Union members, which is not comparable to a situation in which the employees are wholly—or even largely—engaged in one establishment, but are scattered among a dozen or more small unimportant stores, each with its own peculiar labour problems.

It might be well to state here the points in particular upon which the parties seem to have agreed. We will re-state them in slightly different form, but without changing the meaning or substance:—

1. Wages

- (a) A minimum wage will be established at \$14 per week for women, and \$16 per week for men over 16 years of age.

- (b) An increase of 10 per cent in wage rates will be granted to the employees, with the exceptions herein stated, provided that no increase will be granted to employees now receiving \$25 per week or over, and that no increase shall bring the salary of any employee above \$25 per week. The exceptions are part-time workers, students, executives, managers, bookkeepers, bookkeeper-clerks, cashiers and office staff.
- (c) All hours worked in excess of the regular working day shall be paid for at the rate of time and one-half.

2. Vacations

- (a) Employees who have been working for the employer for less than one year on the first day of August in any year (but who entered the service of the employer not later than the first day of March in such year), shall, if they so desire, be entitled to one week's continuous vacation, without pay.
- (b) Employees who have been working for an employer one full year on the first day of August in any year shall receive one week's continuous vacation, with pay, in that year.
- (c) Employees who have been working for an employer for two or more years on the first day of August in any year shall receive two weeks' continuous vacation, with pay, in that year.
- (d) In every case vacations shall be allotted or designated by the employer in accordance with the employers' schedule.
- (e) Employees going on their annual vacation of one or two weeks, as the case may be, shall be paid in advance for their vacation period.

The foregoing provisions regarding vacation shall apply with regard to full time employees only.

3. Statutory Holidays

- (a) The following days shall be observed as holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, and Boxing Day; and any other day on which the employers' store is closed.

Weekly Half-holidays

- (b) There shall be a regular half-holiday in the afternoon of either Wednesday or Saturday in every week of every month except December.

4. Hours of Opening and Closing Stores

- (a) Opening hours: The employers' stores shall open, and the working day shall

commence, at 9 a.m. on each working day of every week.

- (b) Closing hours: On all half-holidays the employers' stores shall close at 1 p.m. On all other working days except Saturdays, their stores shall close at 6 p.m. On Saturdays during the first six months of every calendar year, the stores shall close not later than 9 p.m., and during the remaining six months of each year, they shall close at the hour at which for that period they now close.

5. Lunch Hours and Recesses

- (a) Every employee shall have at least one hour off for lunch, and shall be allowed a 10-minute recess period each forenoon and afternoon of every working day, except the day of the weekly half-holiday.

6. General

- (a) The employees shall wait upon and properly serve customers who may be in the store at the closing time.

It is our opinion that the position of the employers is understandable and reasonable; that the concessions they have offered are substantial and, in all the circumstances, ought to be accepted by the employees.

We have proposed—and we think the proposal would, or should, meet all the real requirements of the situation—that the terms and conditions upon which the parties agree, should be set forth in our report and testified to by the Members of the Board. Such a record of the bargain or arrangement would be sufficient for all practical working necessities. It would have most of the *substance*, though not the *form* of an ordinarily collective agreement.

We also think that such a record, if followed by recommendation of the Board on the points not included in the oral agreement so recorded, would be sufficient to induce the parties to accept and live up to the recommendations.

Accompanying this report are all the completed forms usually required in this connection.

All of which is respectfully submitted.

(Sgd.) A. K. DYSART,
Chairman.
(Sgd.) A. BRICKER.

Minority Report

Mr. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

1. Other than the strongly emphasized language that is used when reference is made in several paragraphs relating to the action of the Union involving this dispute, and at least one important omission in regard to a compromise submitted by the Union and other exceptions which will be made later, the majority report of the Board, in so far as it relates to the developments in this dispute is substantially correct.

2. Referring to the situation in paragraph 10 of the Majority report, "that the Union only controls thirteen out of nearly 200 small wearing apparel stores". It is important to explain that the great majority of these 200 stores, are individually owned and operated by the owners without any employees, other than the occasional member of his own family.

3. Quoting paragraph 10, lines 6 to 11, of the majority report it is stated "They argue that to compel them to sign a collective agreement, which by law has to be of at least one year's duration, would place them in a position of disadvantage with their competitors; would place them at the mercy of competitors over whom neither these employers nor the Union has any control whatever."

To meet the alleged objection on the part of the Employers the Union, through the chairman of the Board, offered a proposed qualifying clause to the "termination" paragraph of a proposed agreement and in the following language—"It is further agreed that same may be subject to cancellation if the Dominion or Provincial regulations affecting wages, hours or regulations relating to wages, are withdrawn or so modified that the competitive establishment not covered in this Agreement can reduce wages or lengthen working hours."

This, or any other proposal, that would mean a collective Union Agreement, was stubbornly refused by the Employer, therefore, I cannot agree with the decision of the majority report and to quote—"it is our opinion that the position of the Employers is understandable and reasonable." It is the opinion of the writer based on a knowledge with a fairly close association with the situation, and particularly that of the management of the Oretzki's Department Store, that the real reason why the Employers object to complying with the requirements of the War

time Labour Relations Regulations as set forth in P.C. 1003, is that they strenuously object to their Employees being organized, that they desire to discourage them and to be a party to a collective Agreement would tend to stabilize the Union hence this their real reason for stubbornly refusing to comply with the aforementioned regulations.

4. Therefore, I must respectively decline to concur in the majority Board's recommendation and in lieu thereof it is my recommendation that,

1. The decision of the Regional War Labour Board, for Manitoba, in connection with matters relating to wages contained in an application, that may be made to them, either jointly or separately, by the Union and the Association involved in this dispute, shall be set forth in writing in a collective Agreement as provided for in the Wartime Labour Relations Regulations.

2. The said Agreement shall contain an appropriate Preamble.
3. A paragraph providing for a duration for one year and a termination condition at the end of that period, and—
4. A paragraph containing a provision establishing a procedure for final settlement, without stoppage of work, on the application of either party, of differences concerning the collective Agreements interpretation or violation.

Thus the requirements as contained in Wartime Labour Relations Regulations P.C. 1003 would be complied with, further, this would also be in line with the now almost universally accepted practices in the Collective Bargaining Relations between Employers and Employees throughout the Dominion of Canada as well as other Democratic Countries.

All of which is respectfully submitted.

(Sgd.) R. C. McCUTCHAN.

Report of Board in Dispute between Fahralloy, Canada, Limited, Orillia, Ont., and Local 511, United Electrical, Radio and Machine Workers of America

On October 26 the Minister of Labour received the report of the Board of Conciliation which was established to deal with the above dispute.

The personnel of the Board was as follows: Dr. Alexander Brady, Toronto, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. William Sefton and D. O. Patmore, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and re United Electrical, Radio and Machine Workers of America, Local 511, and re Fahralloy Canada Limited, Orillia, Ontario.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

SIR:

The Board of Conciliation appointed by you to deal with the above dispute begs to submit its report. The Board held meetings in Orillia and Toronto. At the meeting in Orillia the Company was represented by its president, Mr. T. G. Beament, and its works manager, Mr. W. J. Hall. The Union was represented by Messrs. W. R. Cambers, Don Campbell, H. F. Goss and W. Bortleman.

The Company and the Union in this case had an agreement in the past, and in April,

1945, the Company notified the Union of its intention not to renew the agreement, which was expiring, on the ground that it had received a petition, signed by over eighty per cent of its employees, asking for a return to the situation that existed prior to the recognition of the Union, and it did not desire to take action that would run counter to the wishes of its employees. On May 9, 1945, the Union applied to the Ontario Labour Relations Board for intervention with a view to completing an agreement including some fresh provisions. After the usual procedures, the present Board of Conciliation was appointed. Mr. Beament on behalf of the Company explained why the Company had not renewed the agreement, and raised the question as to what his proper action should be in view of the petition submitted by the employees in the Spring. The Board, however, took the view that it could not under the circumstances question the position of the Union as the proper bargaining agent for the employees, and that its primary concern was to bring the Union or Company to agree upon the terms of a collective bargaining agreement.

Apart from dispute concerning the Union as the legitimate bargaining unit of the employees, the parties were apparently in disagreement on certain clauses, although discussion before the Board indicated that on most matters the disagreements were not sharp or serious. They pertained to:—

- (1) request of the Union for Union Shop clause in the agreement;

- (2) request for the recognition of a check-off;
- (3) request that Union stewards and members of the local executive committee shall be accorded top seniority in the event of lay-off;
- (4) certain requests for wage adjustments that come more properly before the War Labour Board;
- (5) certain matters pertaining to hours of work and rest periods.

The Board of Conciliation recommends on these matters that:—

- (a) the Union withdraw its request for a Union Shop.
- (b) a voluntary and revocable check-off be granted by the Company.
- (c) some seniority be granted to Union stewards and members of the local

executive committee of the Union with due regard to the peculiar circumstances in a plant that is not large.

- (d) consultation between Union representatives and Company should precede changes in the hours of work.
- (e) some rest period should be recognized suitable to the special conditions of work in the plant. The representatives of the Union and Company should negotiate on what type of rest period would be most suitable for the special conditions in this plant.

All of which is respectfully submitted.

Dated at Toronto this 24th day of October, 1945.

(Sgd.) ALEXANDER BRADY.

(Sgd.) D. C. PATMORE.

(Sgd.) W. H. SEFTON.

Report of Board in Dispute between Truscon Steel Corporation of Canada, Ltd., Windsor, Ont., and Local 195, Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America. (UAW-CIO)

On October 29 the Minister of Labour received the Reports of the Board of Conciliation which was established to deal with the above matter. A minority report was submitted by Mr. Clouse.

The personnel of the Board was as follows: His Honour Judge Egerton Lovering, Toronto, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Bruce Clouse and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report was as follows:—

Report of Board

Re: *Wartime Labour Relations Regulations, P.C. 1003, and Truscon Steel Corporation of Canada, Limited, Windsor, Ont., and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America, UAW-CIO.*

To the Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation appointed by you in the above matter begs to report as follows:

Sittings of the Board to hear the representatives of the parties were held at Windsor, and the Board sat at Toronto and Windsor in private deliberation. At the hearings before

the Board the Company was represented by G. C. Richardes, Counsel, and S. Adams, Works Manager; the Union was represented by G. R. Foley, International Representative; E. J. Parent, International Representative; L. Williams, Chairman of the Plant Negotiating Committee, and R. Smith and H. Jeffry, Committeemen.

While the parties had been unable to reconcile their views on some eleven separate items proposed for inclusion in their renewal of the Collective Agreement, both of them agreed at the hearings before this Board to confine their representations to three points, it being conceded on both sides that if conciliation could be effected or an agreement reached on the particular three items, the other matters in dispute would resolve themselves without much difficulty.

Th three points so designated by the parties, through their representatives, were as follows:

- (1) Extent of Union recognition;
- (2) Union shop and check-off;
- (3) Final and binding arbitration on all grievances.

The Board had the benefit of full and able arguments on these issues, the representatives of the parties making their respective positions on them very clear.

The facts adduced before the Board revealed that the parties had been in collective bargaining relations since the Spring of 1943. The Company presently employs about two hundred employees who are eligible for membership in

the Union, and of these the Union contends that one hundred and ninety-one are members in good standing. It was pointed out to the Board that one hundred and five persons, who at one time or another had been employed by the Company, had become members of the Armed Forces, and so, presumably, were entitled to reinstatement in employment if they applied therefor, in accordance with the Reinstatement in Civil Employment Act and regulations thereunder. Counsel for the Company stated to the Board that seventy-five of these men had not had the opportunity to vote in 1943, when a ballot was taken to ascertain the employees' choice of a bargaining representative, and he further submitted to the Board figures on the length of service with the Company of various numbers of employees. The Union in turn indicated its willingness to permit returned men, on being reinstated in the Company's employ, to express their views on the matter of a collective bargaining agent, and asserted that its membership strength in the plant, being on its own figures above 96 per cent, was conclusive that the Union was endorsed by long service employees as well as by the groups having shorter service records.

The dispute between the parties on recognition centred around the Union's claim to be the collective bargaining agent for all the Company's hourly rated employees, and not merely, as is presently provided by the agreement, for those hourly rated employees who are members of the Union in good standing. Counsel for the Company pointed out that the Union could initiate certification proceedings under P.C. 1003, and, if successful, would by law be entitled to bargain through the certified bargaining representatives for all employees in the certified bargaining unit. The Union, of course, considers that the certification proceedings could add nothing to its present position and that they would merely involve it in several months delay during which it would have no bargaining relations with the Company.

The Board is of opinion that because the parties have had contractual relations for upwards of two years, and because, so far as the evidence showed, the agreement in its present form has applied to all hourly rated employees, whether members of the Union or not, recognition should be extended to the Union as collective bargaining agent for all hourly rated employees, especially having regard to the Union's membership position.

The claim of the Union for the inclusion in its collective agreement with the Company of clauses providing for a Union shop and check-off was opposed by the Company on two grounds: first, the Company challenged

the Board's jurisdiction to recommend union security clauses; and, second, the Company opposed the Union's claim on the merits.

The argument on jurisdiction depends, in effect, on the meaning to be given to s. 2(d) of P.C. 1003, which defines "collective agreement" as an agreement in writing "containing provisions with reference to rates of pay, hours of work or other working conditions." Counsel for the Company ably urged that the ejusdem generis rule should be applied to the phrase "other working conditions" and that in such a case, the phrase did not cover union security clauses. He conceded that if the phrase had been "conditions of employment," no question of the Board's jurisdiction would have arisen; and he averred that the parties could voluntarily incorporate Union security clauses into an agreement but that, as P.C. 1003 stood, a Board of Conciliation had no jurisdiction to recommend their incorporation.

With this argument the Board cannot agree. Not only does it run counter to the practice of Boards in this Province and elsewhere, but if adopted it would exclude from the purview of the Boards the main item of dispute between employers and unions since the early days of the War. That, however, would be of no consequence if the argument of Counsel for the Company admitted of no answer in law. But very plainly the validity of the Company's contention depends on giving the words "other working conditions" a special meaning, which, if adopted, would exclude from the consideration of Boards not only union security clauses but other matters commonly treated in collective agreements, which are not ejusdem generis with rates of pay and hours of work. This Board is unable to appreciate the reasoning by which such artificial limitations are sought to be engrafted on words which in their ordinary signification are broad enough to cover any sort of condition, reasonable or unreasonable, on which men will agree to work or on which employers will offer employment.

So far as the merits of the claim to a union shop and check-off are concerned, Counsel for the Company reinforced his contentions with the following statement:

"If the Board comes to the conclusion that its recommendations to either of the parties on any point on which they disagree would not be implemented, then on such point the Board should refrain from making a recommendation."

This would require the Board to abstain from its statutory duty to report its recommendations to the Minister, a duty resting on the Board when it has failed to achieve a settle-

ment through the exercise of its primary function of conciliation. Even though the Board is now making recommendations, it nevertheless has in mind its function of conciliation, and upon a full consideration of all the circumstances, it is unable to recommend a Union shop. It does feel, however, that employees who have and are putting the Union forward as their bargaining agent have an obligation to sustain it for the duration of the collective agreement, which it negotiates in their interests, and that an employer should co-operate with the Union in the maintenance of this obligation. Accordingly, the Board would recommend that the parties agree on a maintenance of membership clause, and, as ancillary thereto, on a voluntary check-off of union dues.

The final item before the Board was the question of final arbitration of grievances. The agreement last negotiated between the parties stipulates that either of the parties may invoke arbitration, and that they may, but need not, be bound by the decision of the umpire. This is not finality, which the Board recognizes is desirable in connection with the settlement of grievances, because it introduces an arbitrament of law in the relations between employer and employees. Undoubtedly the Company is concerned with the reservation to it of purely management functions and with the exclusion from the grievance procedure of disputes arising out of such prerogatives. The Board considers that the Company is protected in this regard by Clauses 2, 3 and 7(a) of the last agreement, and that as to grievances properly coming within the terms of the agreement the procedure for settlement should result in finality with the decision of the impartial adjudicator, final and binding on both parties. The Board is aware that its recommendation of finality makes the position of impartial umpire an important one, and it is accordingly prepared to recommend that on failure of the parties to agree on an impartial umpire, he shall be appointed by the Minister of Labour of Ontario from persons holding the office of Judge of the Supreme or County Court in Ontario, if such persons are available.

All of which is respectfully submitted.

Dated at Toronto this 23rd day of October, 1945.

(Sgd) EGERTON LOVERING,
Chairman.

(Sgd) BORA LASKIN,
Employees' nominee.

Minority Report

In the matter of The Wartime Labour Regulations P.C. 1003 as amended, and in the matter of Truscon Steel Company of Canada, Limited, and Local 195 United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

To:

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

I have had an opportunity of reading the majority report and as stated therein both parties at the hearing before this Board agreed to confine their representations to three points, namely:—

- (1) Extent of Union recognition.
- (2) Union Shop and Check-off.
- (3) Final and Binding Arbitration on all grievances.

In regard to the question of "Extent of Union Recognition" I would agree and recommend that the union be recognized as the bargaining agent for all the employees covered by the present collective bargaining agreement rather than for "All the Company's hourly rated employees" as stated in the majority report.

With regard to the report of the other members of the Board I find myself unable to agree with the recommendations contained therein regarding (a) Union Shop and Check-off, and (b) Final and Binding Arbitration on all grievances.

Dealing first with the recommendation that the parties agree to a maintenance of membership provision, I may state that I am opposed to any provision which would compel or have the effect of compelling an employee to continue his membership in the union once he has joined same. In my opinion the use of coercion in such circumstances is absolutely contrary to the spirit and wording of the Wartime Labour Relations Regulations and I cannot imagine more effective coercion than requiring an employee of the company to retain his membership in the union as a condition of retaining his employment with the company. My view in this respect is strengthened when, as was made apparent at the hearing before the Board, the union engages in some activities which are in no way connected with the employee's work or with his relations with the company.

On the question of jurisdiction, "working conditions" as used in section 2 (d) must be

interpreted as including so-called union security clauses in order for the Board to have authority to deal with same. I do not think there is any justification for departing from the ordinary meaning of these words. Furthermore, a study of labour relations before the enactment of the regulations shows that "union" and "closed shop" and the numerous variations thereof had become the subject matter of disputes between employers and unions. This being so it would have been a simple matter to have provided for such matters in the regulations by the use of a few words and I cannot believe that it was ever intended that they should be included only by inference.

On the question of check-off I do not think that the company should be asked to act as a collection agent for a union or any other organization. In my opinion an employee is entitled to expend his wages in such manner as he deems it advisable, subject only to the requirements of the Government. Any voluntary organization finds it difficult to collect dues, assessments, and secure public subscriptions, etc. and I can see no reason

why the union should be given preferred treatment in this respect, or why the Company should be saddled with this no doubt rather unpleasant task.

On the question of the decision of the impartial umpire being final and binding on the parties to a grievance, it is apparent that in particular circumstances a decision of such an umpire might have far reaching consequences and its effect might go beyond what was intended by the decision. While the recommendation by the other members of the Board that the impartial umpire be a member of the judiciary if available, certainly commends itself, I think that no recourse should be had to the judiciary or the Courts unless and until the union has made itself subject to the jurisdiction of the Court and the judiciary, for all purposes.

All of which is respectfully submitted.

Dated at Kingsville, Ontario, this 27th day of October, 1945.

(Sgd.) BRUCE A. E. CLOUSE,

Member of the Board.

Report of Board in Dispute between Auto Specialty Mfg. Co. (Canada) Limited, Windsor, Ont., and Local 195, Inter. Union, United Automobile, Aircraft and Agricultural Implement Workers of America. (UAW-CIO)

On October 26 the Minister of Labour received the reports of the Board of Conciliation which was established to deal with the above matter. A minority report was submitted by Mr. Frank Ellis.

The personnel of the Board was as follows: His Honour Judge Egerton Lovering, Toronto, Ont., Chairman, appointed in the absence of a joint recommendation from the other two members of the Board, Messrs. Norman Levy and Frank K. Ellis, appointed on the nomination of the employees and employer respectively.

The text of the Board's report and of the minority report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations P.C. 1003, and Auto Specialty Mfg. Co. (Canada) Limited, Windsor, Ont., and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America.

The Honourable HUMPHREY MITCHELL, M.P., Minister of Labour,
Ottawa, Ont.

SIR:

The Board of Conciliation appointed by you in this matter begs leave to report as follows:—

A meeting of the Board was held on September 29th, and then on the 10th of October the Board heard the parties in Windsor. The Board held a final meeting at the City Hall, Toronto, on October 16th. At the hearings, the Union was represented by G. R. Foley, International Representative UAW-CIO; Herman Greenling, Chairman of Negotiating Committee; and James Hollerhead and Earl Watson, Committeemen. The Company was represented by George C. Richardes, Barrister-at-law, and A. P. Ford, Personnel Manager.

The dispute between the parties arose during the negotiation of a collective agreement, in which negotiation the Union asked for the inclusion of clauses for recognition of the International Union, Union Security, Grievance Procedure, and general clauses covering off-shift premium and vacations with pay.

Since it was conceded by both parties that the Union and the Company had enjoyed very good relations for the duration of the agreement, which had been voluntarily made between the parties, for some three and a half years, and since it was not denied by the Company that the Union had a large majority membership, approximating 87 per cent of the employees of the Company, it is

recommended that the Company accord recognition to the Union as the exclusive bargaining agency for all hourly-rated employees, and all employees of the Company eligible for membership in the Union whether or not members, for the purpose of collective bargaining.

We also see no objection to amending the title of the Union contracting party as requested by the Union, namely to the "International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO), Local 195."

At the hearing, it was conceded by both parties that results under the present grievance procedure provided in the bargaining agreement had been, up to date, quite satisfactory, and it was suggested that the Board do not deal with the matter.

Although at the hearing the Union submitted that it was not interested in the matter of a Maintenance-of-Membership clause or a clause respecting a Check-off of Union dues, the Union subsequently notified the Board by letter that it desired to withdraw any objection to such recommendations if in the opinion of the Board they were advisable.

In the light of the facts submitted to it and of the arguments in both the written and oral representations on behalf of the parties, this Board feels that the Company should be prepared to agree with the Union on the inclusion in the bargaining agreement of a clause providing for a voluntary Check-off of union dues, revocable on thirty days' notice, and for a clause providing for Maintenance of Union Membership, for the term of one year, by those of its employees who are at the date of the execution of the proposed agreement members of the Union, or who may subsequently voluntarily become members of the Union during the one year period following the execution of the agreement.

The recommendation as to Maintenance of Membership does not carry any implication that all employees are not free to join or refrain from joining the Union as they see fit.

The Board further suggests that its recommendations aforesaid shall be brought to the attention of all the members of the Union before the agreement is submitted to the proper officers of the Union and Company for signature.

With respect to the request of the Union for a clause in the agreement covering the matter of off-shift premiums and vacations with pay, the Board feels that in view of the present satisfactory relationship existing between the Company and the Union, the

matter should not be further dealt with by the Board.

The Board desires to thank the parties for the assistance that they have given to it during the hearings.

All of which is respectfully submitted.
Dated October 17, 1945.

(Sgd.) EGERTON LOVERING,
Chairman.

(Sgd.) NORMAN LEVY,
Employees' nominee.

Minority Report

*Re: Wartime Labour Relations Regulations
P.C. 1003 and Auto Specialties Mfg. Co.
(Canada) Limited, and Local 195, United
Automobile, Aircraft and Agricultural
Implement Workers of America.*

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ontario.

SIR:

For the reasons hereinafter stated I find I am unable to agree with some of the recommendations made by the other members of the Board of Conciliation herein.

It is to be observed that there is in existence a collective bargaining agreement entered into by the company and the local on the 31st of March, 1942, and these proceedings resulted from amendments to that agreement proposed by the union.

Since the union could not secure certification as "the exclusive bargaining agency" under the Wartime Labour Relations Regulations I see no reason for this Board recommending something that is not contemplated by those regulations.

With regard to "maintenance of union membership" I cannot concur in any recommendation which, if adopted by the parties, would have the effect of compelling an employee, once having joined the union, to continue membership therein. The inadvisability of introducing any such element of compulsion is emphasized by the fact which was amply proven on the hearing that the union engages in activities which are not remotely connected with the relationship of the company and its employees.

With regard to check-off I do not believe the company should be asked to act as a collection agent for the union. The matter of collecting dues, securing donations from the public, etc. has never been a pleasant one but this is no reason why the company should be requested to perform a duty which is solely that of the union.

Both with regard to maintenance of membership and check-off it is my view that the Board should not deal with the same. There is no rule of interpretation of which I am aware that can be invoked so as to include such matters in the expression "working conditions" as used in the definition of a collective agreement in the regulations. If this is so then they are not matters with respect to which the parties must bargain and, therefore, are not matters with respect to which this Board should deal. Furthermore, so-called union security clauses had

become the subject matter of disputes between employers and unions before the enactment of P.C. 1003. This being so, and if it had been intended to include them in the definition of a collective agreement, I think it would have been so stated in simple language and not left to a matter of inference.

All of which is respectfully submitted.

Dated October, 1945.

(Sgd.) FRANK ELLIS,

Employer's nominee.

Report of Board in Dispute between Belleville-Sargeant and Company, Limited, Belleville, Ont., and Local 426, Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America. (UAW-CIO)

On October 30 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: Hon. Mr. Justice W. D. Roach, Chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. G. A. Gale and Bora Laskin, appointed on the nomination of the employer and employees respectively.

Report of Board

TO THE HONOURABLE
THE MINISTER OF LABOUR,
Ottawa, Ontario.

In the matter of The Wartime Labour Relations Regulations, P.C. 1003, and in the matter of a dispute between Belleville-Sargeant & Company Ltd., Belleville, Ont. (Employer) and Local 426 International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (U.A.W.-C.I.O.) (Employees)

The Board of Conciliation established by you in this matter hereby reports as follows:—

Your Board met with the parties at the City of Belleville on the 13th day of October last. The Company was represented by Mr. R. D. Arnott, K.C., counsel, Mr. Harold Sanders, president, and Mr. Herbert Willerton, factory superintendent. The employees were represented by Mr. James Smith, international representative of the Union, and Mr. John McGuire, chairman of the negotiating committee.

The Company is engaged in the manufacture and sale of hardware products. The number of employees who will be affected by the collective bargaining agreement is approximately 130. Of these it is said that 85

are members of the Union and all in good standing.

This plant was organized by the Union commencing in the spring of 1944. In May 1944 the Union applied for certification and, after a hearing before the Ontario Labour Relations Board and a vote having been taken among the employees at the direction of the Board, the Union was ultimately certified as the collective bargaining agent of the employees on October 14, 1944.

Negotiations as to a collective bargaining agreement commenced on December 5, 1944, and continued over several succeeding months. By February of this year the parties had successfully negotiated and harmoniously agreed upon the majority of the terms to be embodied in the agreement and, although no formal agreement has been executed, the parties have been operating under and governed by such terms as had been mutually agreed upon to date.

Your Board is pleased to report that relations between the Company and its employees have been and are harmonious. In a brief filed by the Union with your Board the Union has gone on record as paying "tribute to the progressive attitude of the present management in solving many knotty problems, and its general approach to the Union and to the Labour movement". Likewise the management of the Company demonstrated before your Board its good-will toward the Union and its desire to co-operate to the end that the good employer-employee relations which have heretofore existed should continue.

Your Board feels that the respective attitudes of the parties to which we have referred merits high consideration and augers well for future good relations between the parties. Your Board appreciates the co-operation and assistance given to it by both parties.

When your Board met with the parties there were four matters in dispute, as follows:

- (1) Seniority (in part)
- (2) The matter of Veterans' seniority
- (3) Request by the Union for a union shop
- (4) Request by the Union for a check-off of Union dues.

Your Board is pleased to report that as a result of its discussions with the parties items numbers (1) and (2) above were satisfactorily settled. Those settlements are as follows:—

Item (1): It was agreed that in all cases of lay-off, rehiring, and promotion of employees, the following factors shall govern

- (a) Ability and skill
- (b) Length of continuous service
- (c) When as between employees other factors are relatively equal length of continuous service shall govern.

Item (2): It was agreed that to provisions as to seniority which were previously agreed upon between the parties and under which seniority would accrue to employees who had been in any branch of the armed services or the merchant marine of Canada, the following should be added,—

"Seniority to be acquired hereunder shall not apply against any person who has been working for the Company on deferment from military service or has been rejected from military service for proper cause or was not subject to military service."

As to items (3) and (4) your Board reports as follows:—

Item (3): It is recommended that the Union withdraw its request for a union shop for at least the following reasons:—

This is the first collective bargaining agreement in this plant and is a radical departure from the manner in which employer-employee relationship in this plant has been previously governed and regulated. Heretofore the Company was accustomed to dealing with the individual employee in all matters affecting their relationship. Many of the employees have been in the service of the Company a relatively long time and an intimacy between management and those employees has developed to the stage where management has acquired an attitude of paternalism towards those employees and those employees have acquired much confidence in the management. It is only natural and does not reflect any ill-will of management toward the Union that management, without being either skeptical or opposing, should desire to move cautiously as one of the parties to the new arrangement. It would not be a conducive to a continuance of good relations between the

parties that the Union should at this time insist on a union shop which is regarded by and large as the ultimate in Union security. Rather it should as a matter of education demonstrate to the Company that it is an agency for much good in the field of employer-employee relations, good, not in the limited sense of serving the employees only but in the wider sense of assisting management without encroaching upon the field of management. Management should not be asked nor expected to rely upon "faith alone" but should have before it something in the nature of "good works" on the part of the Union.

Item (4): The parties having been unable to agree on this item, your Board has given most anxious consideration to it. It is apparent to the Board that check-off is not essential to the continued existence of the Union in this plant. Therefore any recommendation of your Board is not to be premised on the basis of necessity. We feel that any recommendation on this item should have as its objective the development of confidence and good-will between the parties. That cannot be accomplished by the parties constantly dealing with one another at arm's length. We have observed recently that the term "horse-trading" has been applied by some persons in some places to the subject of collective bargaining between management on the one hand and employees represented by a Union on the other. It is possible that it could deteriorate to the point where such a description might fit, but that low level would be reached only where one of the parties would be attempting by stealth or even openly to take an unfair advantage of the other. So long as the parties regard it as a means in the reasonable determination of a social-economic problem no such opprobrious description is appropriate. To keep it on this high level requires an absence of inward suspicion and an outward expression of confidence the one in the other. Recognition of the Union as the collective bargaining agent of the employees implies more than mere tolerance. There can be active recognition as contrasted with mere passive recognition. The former demonstrates a desire to co-operate; the latter does not. A willingness on the part of an employer to grant check-off is indicative of active recognition. It does not follow that unwillingness always indicates mere passive recognition. There may be other factors motivating an employer. There are other factors in this case. This Company has only one competitor in Belleville. If this Company should grant a check-off the same would result in some measure of expense to the Company. Naturally having regard to competition, it does not look with favour on any item of

expense which would not be common to it and its competitor. This feature was thoroughly discussed by the parties in their meeting with your Board. The representatives of the Union in all fairness acceded to that argument. Recently a Board of Conciliation filed a report in connection with disputes between this Company's competitor and its employees represented by this Union in which a majority of the Board recommended some form of check-off. Your Board was advised that no formal agreement between the competitor and its employees had as yet been actually executed but that negotiations to that end were proceeding harmoniously. Your Board is of the opinion that the agreement between this Company and its employees should not be more onerous on the Company than any agreement between the competitor and its employees. Subject to that condition your Board recommends:—

That the Company grant to its employees a voluntary check-off revocable on sixty days' notice.

This recommendation is on the understanding that the parties have been treating the verbal agreement under which they have been operating as an agreement which will expire in or about February 1946, being its first anniversary date. Your Board was given to understand that the Union intended that collective bargaining agreements in the two plants, that is, this Company's and its competitor's, would be made to expire on the same date, namely, in February 1946. That being so, prior to the expiration date, nego-

tiations may proceed with reference to any subsequent agreements, with a view to having all the terms of the two agreements identical, saving all just and proper exceptions.

In making this recommendation your Board is aware that several months have expired since the Board of Conciliation filed its report in the case of this employer's competitor, and this employer's experience with the Union is that much longer. We feel that a check-off, as recommended, for the residue of the term would be in the nature of an experiment, and would provide a test to determine, first, that as to which this employer has some misgivings, namely, the extent to which check-off is desired by the employees, and, secondly, whether its operation would be satisfactory or otherwise.

The undersigned, Geo. A. Gale and Bora Laskin, were members of the Board of Conciliation in connection with a dispute between this employer's competitor and its employees represented by this Union. On that Board we held divergent views on the subject of check-off. For reasons apparent in this report and for the sake of unanimity we subscribe to the recommendation herein, notwithstanding our previous divergent views as members of that other Board. All of which is respectfully submitted.

Dated this 27th day of October, 1945.

(Sgd.) W. D. ROACH,
Chairman.

(Sgd.) G. A. GALE.

(Sgd.) BORA LASKIN.

Report of Board in Dispute between the Aluminum Co. of Canada, Limited, Shawinigan Falls, P.Q., and Syndicat National des Employés de l'Aluminium

On October 15 the Minister of Labour received the unanimous report of the Board of Conciliation which was established to deal with the above dispute.

The personnel of the Board was as follows: Hon. Mr. Justice Oscar L. Boulanger, Quebec, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Walter A. Merrill, K. C., Montreal, and Alex. Bastien, Shawinigan Falls, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and Aluminum Company of Canada, Limited, Shawinigan Falls, P.Q., and Syndicat National des Employés de l'Aluminium Inc., Shawinigan Falls, P.Q.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

SIR:

The Board of Conciliation herein, consisting of the Honourable Mr. Justice Oscar L. Boulanger, Chairman; Mr. Alexandre Bastien,

who replaced Mr. Rene Hamel, Nominee of the Employees; and Mr. Walter A. Merrill, K.C., Nominee of the Employer, met at Shawinigan Falls on the 30th of August, 1945.

At the opening of the hearing, the Representative of the Employees stated to the Board that negotiations were proceeding towards the completion of a Collective Labour Agreement and that it was expected that a final agreement would be reached within a short time. This statement was corroborated by the Representative of the Employer.

After consultation, it was decided to adjourn the hearing until the Board was advised that either an Agreement had been reached or that hearings before the Board should continue.

The Board is pleased to report to the Minister that it has received from the

Parties a copy of a Collective Labour Agreement, which has been duly executed between the Aluminum Company of Canada Limited, Shawinigan Falls, P.Q., and Syndicat National des Employes de l'Aluminum Inc., and that inasmuch as the differences which heretofore have existed between the parties have been satisfactorily adjusted, no recommendation from the Board is required.

October 13th, 1945.

(Sgd.) O. L. BOULANGER,
Chairman

(Sgd.) ALEX. BASTIEN,
Member of the Board.

(Sgd.) WALTER A. MERRILL,
Member of the Board.

Report of Board in Dispute between Canadian Car and Foundry Co., Ltd., (Aircraft Division) Fort William, Ont., and Lodge 719, International Association of Machinists

On October 15 the Minister of Labour received the unanimous report of the Board of Conciliation which was established to deal with the above dispute.

The personnel of the Board was as follows: His Honour Judge A. H. Dowler, Port Arthur, Ont., Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. O. M. Gunderson, Port Arthur, and Alex. Anderson, Fort William, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:

Report of Board

In the matter of the Wartime Labour Regulations P.C. 1003 and in the matter of a dispute between Canada Car and Foundry Company Limited, Aviation Division, Fort William, Ontario, and International Association of Machinists, Aircraft Lodge 719.

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Dear Sir:—

The Board of Conciliation appointed by you in the above matter begs to report as follows:

Hearings were held in the City of Port Arthur at which the Company was represented by W. O. Will, Works Manager, Aviation Division, Fort William; J. T. Russell, Personnel Relations Manager, and P. Spence, Assistant Personnel Relations Manager, and the Union by H. Turner and A. L. Johnson, Secretary, both members of the Union Negotiating Committee.

The evidence adduced showed that labour relations between the Union and the Company at this plant have been excellent since the organization of the Union in 1938 when Company employees numbered approximately 500. The members of this Union are all hourly paid employees of the Company. The first agreement between the parties was signed in June, 1938. Each year thereafter until 1944 the parties were able to agree on the terms of further agreements during which time the Company employees reached a peak of 6,800. The last agreement between the parties terminated in November, 1944, and this dispute arose during negotiations for a further contract. At the present time Company employees number approximately 1,500, which number it is anticipated will be further reduced within the next few months.

The parties have reached an agreement on all disputed matters, except:

- (a) Elimination of certain classifications of employees.
- (b) Union Shop.
- (c) Increase in Journeyman's rates.

Disputes "a" and "c" have been submitted to the Regional War Labour Board and the parties recognized they will be bound by its decision.

Dispute "b" was submitted to the Board.

The Union requested that a clause providing for a complete Union Shop be included in the proposed agreement. The Company refused to accede to this request, stating it was not in accord with its general policy. The arguments advanced by the Union representatives in

favour of the Union Shop and those of the Company disclosed in the brief filed by the Union against a Union Shop are the usual agreements for and against a Union Shop and there seems to be no necessity to repeat them.

The union representatives claimed that the Union required and was entitled to Union Security, which it expected to secure by providing for a Union Shop. The Company representatives claimed the Union had security in the past as it is the only organization which ever had an agreement with the Company covering hourly paid employees and pointed to the long record of continued harmonious relations between the parties and that it was assured of security in the future by reason of the stated policy of the Company set out on p. 7, Sec. "c", of the brief filed by the Union.

Several adjournments took place and the representatives of both parties met apart from the Board in order to see if some sort of a compromise could not be reached.

When it was seen that further discussion would not result in an agreement acceptable to both parties the Board adjourned for the preparation of its report.

In view of the fact that labour relations between the Company and its employees at this plant have always been good and having regard to the representations and arguments made by the parties to the Board, the Board would expect that they would continue to be good so the Board are of the opinion that there is no necessity at the present time to make an issue of the request for a Union Shop. This might endanger the spirit of co-operation which has existed between the parties for some years and so for the sake of harmony and in the expectation of a continuance of these good labour relations the Board recommends that the Union relinquish its demand for a Union Shop.

Notwithstanding the above the Board considers that it should make some recommendation bringing to the Union some form of stability or security it has not had in the past allaying any suspicions and fears it may have of Company policy and meeting some of the

objections of the Company to a Union Shop. Exploring the situation the Board finds that there are many payroll deductions in this plant for hourly paid employees, some compulsory or compellable and some voluntary. Collections for war and charitable purposes have been made through a voluntary check-off. The Board recognizes that an employee may properly lodge with the Company an order for payment to the Union out of his wages, such amount as he may therein designate and that the Company could hardly object to honouring such order according to its terms. The Board therefore recommends that the following clause be included in the proposed agreement between the parties:

Upon the receipt of a written request from any employee forwarded through the Secretary of the Union the Company agrees to deduct the monthly dues of such employee from his or her pay and transmit the funds so collected to the duly accredited officials of the Union, in similar manner to the Company's method of dealing with the deductions which any employee may voluntarily request the Company to make from his or her pay on account of war loans or for any other cause. Such requests to be filed on or before the first day of the month from which the deductions are to commence. It is understood that, as in the case of other voluntary deductions, the employee shall at any time be at liberty to cancel his or her request for the making of such deductions upon giving notice in writing in duplicate to the Company, one copy of such notice to be forwarded by the Company to the Secretary of the Union. Any employee, a member of the Union, instead of authorizing such deduction may pay his monthly dues direct to the Secretary of the Union.

The Board wishes to express its appreciation of the excellent spirit which prevailed throughout its meetings and the goodwill shown by the representatives of both parties.

All of which is respectfully submitted.

Dated at Port Arthur the 13th day of October, A.D. 1945.

(Sgd.) A. H. DOWLER,
Chairman.
(Sgd.) O. M. GUNDERSON,
Member.
(Sgd.) ALEX. ANDERSON,
Member.

Report of Board in Dispute between York Knitting Mills, Ltd. (Spinning Division) Toronto, Ont., and Local No. 4, National Union of Textile Workers

On October 31 the Minister of Labour received the Supplementary Report of the Reconvened Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: Dr. Alexander Brady, Toronto, Chairman,

appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. L. Sefton and E. M. Dillon, both of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's Report was as follows:—

Report of Board

Re: *Wartime Labour Relations Regulations P.C. 1003 and York Knitting Mills, Ltd. (Spinning Division), Toronto and National Union of Textile Workers, Local No. 4.*

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir:

The Board of Conciliation appointed to deal with the above dispute was on your request reconvened on October 9, 1945, in order to explain its report of August 4 to the two parties. The explanation was verbal, and members of the Board discussed with the parties their differences. In our original report we made a recommendation and explained it. We did not undertake to phrase the express words of a clause for inclusion in the agreement. We left this task to the parties. But when the parties came to implement our recommendation, they could not agree upon the specific phrasing of a clause. The Company, in its conviction that the employees

should know their legal rights, wished to make clear in the clause that the checkoff did not involve maintenance of membership, whereas the Union wished the inclusion of our recommendation without reference to its implications to union security. It was this disagreement, not lack of clarity in our recommendation, which required our reconvening.

We learned from our former meeting with the parties that the general relations between Company and Union have hitherto been excellent. The maintenance of these excellent relations is possible only through a ready give and take by both parties, and such give and take should be exhibited in the phrasing of a clause. We beg to suggest that each party may be unduly magnifying the significance of its stand in this matter. It is more important that they should both symbolize their general readiness to collaborate by signing an agreement.

All of which is respectfully submitted.

Dated at Toronto this 23rd day of October, 1945.

(Sgd.) ALEXANDER BRADY

(Sgd.) L. SEFTON

(Sgd.) E. MACAULEY DILLON

Report of Board in Dispute between Thermoid Mould and Tool Works, Ltd., Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America

On October 22 the Minister of Labour received the report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows:—Dr. Alexander Brady, Toronto, Chairman, appointed on the joint recommendation of the other two members of the Board, Mr. Murton A. Seymour, St. Catharines, and Dr. Harvey G. Forster, Welland, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: *Wartime Labour Relations Regulations, P.C. 1003, and Thermoid Mould and Tool Works, Ltd., Welland, and Local 523, United Electrical, Radio and Machine Workers of America.*

To: THE HONOURABLE HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation appointed by you to deal with the above dispute begs to submit its report.

The Company and the Union, after a period of negotiations, had failed to reach agreement on all the matters proposed for inclusion in a collective bargaining agreement. The Board duly met the parties and heard evidence upon the five points on which they had failed to agree and which were before the Board. Some other matters in dispute dealing with wages should more properly be brought directly before the War Labour Board. The Company was represented by its Vice President, Mr. L. R. Leaver, and the Union by its Business Agent, C. R. Sullivan. The points in dispute and the recommendations of the Board are as follows:

(1) The Union requested that a Union Shop clause as ordinarily understood should be included in the agreement and also that a check-off of union dues should be recognized. The Company is opposed to these provisions. It is important to note here that the workers in the Thermoid Mould and Tool Works had formerly been employees of the Joseph Stokes Rubber Company and were transferred from the Stokes plant to the new plant of the Thermoid Mould and Tool Works, the two plants being under the same financial control and supervision. In their new employment

they were told that the Collective Bargaining Agreement which covered the Joseph Stokes Rubber employees would no longer cover them.

The three members of the Board in this matter are not unanimous in their recommendation. Mr. Seymour takes the position that where a matter of union security is in dispute between the Company and the Union this Board has no jurisdiction under P.C. 1003 to make any recommendations and he therefore declines to make any. Dr. Forster and the Chairman recommend that the Company should recognize clauses dealing with union security like those contained in the Agreement between the same Union and the Stokes Rubber Company, which read:

All employees who are members of the Union in good standing in accordance with the Constitution and By-laws of the Union 15 days after the signing of this Agreement, and all those employees who may thereafter become members, shall, as a condition of employment, remain members of the Union in good standing during the initial years of life of this Agreement.

The Union shall promptly furnish the Company with a list of the employees who are members of the Union in good standing 15 days after the signing of this Agreement.

Dr. Forster recommends also that in view of the skill of the workers involved, and their responsibility to maintain a high standard of workmanship, that a clause should be inserted in the agreement to the effect that all new employees shall as a condition of employment become members of the Union, within a period of thirty days from the time of entering employment. Both Dr. Forster and the Chairman recommend the inclusion of a check-off in the Agreement.

(2) The second matter in dispute pertains to a restriction of Union rights regarding the first step in the grievance procedure. The Company asks that any employee having a grievance should take the matter to his foreman first, who will give his report in writing within 24 hours. But the Union is anxious that every employee should have the privilege of submitting his grievance first to his steward. The Board recommends adoption of clauses which appeared in the Collective Bargaining Agreement between this Union and the Stokes Rubber Company and which read:

Any employee having a grievance should take the matter to his foreman or forelady first, but may take the matter to his or her department or section steward, and, together with the steward, may then take the matter to the foreman of the department or section. The foreman will give his report in writing within 24 hours.

These clauses describe satisfactorily under the circumstances the first step of a grievance

procedure. The Board would like to add its opinion that the constitution of the Grievance Committee should be described in the sections of the Agreement dealing with grievances.

(3) The third point of dispute pertains to seniority in lay-offs or rehiring as outlined in the Proposed Bargaining Agreement submitted by the Company, Article III, section 1, (c) and (d). The Union objects to the inclusion of the phrase "in the opinion of management" as a restriction on seniority rights. The Board recommends the inclusion of (c) and (d) with the phrase "in the opinion of management" but further recommends the addition to the section of a clause protecting the right of an employee with a grievance under (c) and (d) to avail himself of the grievance procedure.

(4) The fourth cause of disagreement pertains to the request of the Union for a clause in the Agreement specifying that the work week should be reduced to 40 hours before lay-offs occur. The Board recommends that, instead of the clause requested by the Union, the Agreement should contain the following clause:

The Company recognizes the principle of reducing the hours of work per week before any employee is laid off and agrees to apply the principle wherever and whenever, having regard to the volume and character of orders and work on hand, it is practicable.

(5) The fifth cause of dispute pertains to the request of the Union that a preferential seniority be recognized for stewards and union officials. In discussions before the Board the representative of the Company expressed a willingness to accept the suggestion that the views of the employees on this matter should be canvassed by ballot. The Board, therefore, asked the parties to conduct a secret ballot on this matter of preferential seniority. The question on the ballot was: "Are you in favour of preferential seniority for stewards and union officials?" The employees voted in favour of preferential seniority 21 to 2. In accordance with this vote the Board recommends that preferential seniority be recognized in the Agreement. Mr. Seymour does not join in the recommendation but does not dissent from it in view of the readiness of the Company to have the employees consulted by ballot.

All of which is respectfully submitted.

Dated at Toronto this 18th day of October, 1945.

(Sgd.) ALEXANDER BRADY,

(Sgd.) HARVEY G. FORSTER,

(Sgd.) M. A. SEYMOUR.

Report of Board in Dispute between Port Arthur Shipbuilding Company, Ltd., and Local 11, Industrial Union of Marine and Shipbuilding Workers

On October 20 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: His Honour Judge A. H. Dowler, Port Arthur, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. R. J. Prettie, Port Arthur, and H. Orlife, Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of the Wartime Labour Regulations P.C. 1003, and in the matter of a dispute between the Port Arthur Shipbuilding Co. Ltd. and the Industrial Union of Marine and Shipbuilding Workers, Local No. 11.

To: The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

DEAR SIR:

The Board of Conciliation appointed by you in this matter begs to report as follows:

Hearings were held in the City of Port Arthur at which the Company was represented by G. F. McDougall, O. M. Gunderson and G. F. Neelin, and the Union by A. G. Holbrook, Alfred Halstead, George Ellis, Arthur Westergaard and C. E. Williams.

The Shipbuilding Division of this Company had been inactive for a great number of years prior to 1940, during which year it commenced the construction of new vessels.

The Company in 1941 entered into a collective bargaining agreement with an A. F. of L. Union covering all the hourly paid employees in the Plant. On the 17th of January, 1945, the Industrial Union of Marine and Shipbuilding Workers was certified by the Ontario Labour Relations Board as the Bargaining Agent for certain Departments in the Plant and negotiations between the Company and Local No. 11 of this Union have been carried on since leading to the first collective bargaining agreement between the parties. On this date there were in the Departments in respect of which the Union was certified as the collective bargaining agent approximately 1054 employees, which number has now, owing to reduction of staff, been reduced to 730 employees, and at the time of voting the Union secured a substantial majority of the votes cast. In respect of the

Departments of the Company where this Union was not certified as the collective bargaining agent a collective bargaining agreement exists between the Company and an A. F. of L. Union.

The matters in dispute are—

1. Union Security.

2. A number of items exclusive of wages which will be dealt with in detail.

3. Wages.

The negotiations between the parties resulted in a draft agreement which is identified by the officials of the Company and representatives of the Union which was submitted to the Board and which forms the basis of this report. Outside of the matters referred to in this report so far as your Board has been able to ascertain the parties have reached an agreement.

(1) UNION SECURITY

The Union demanded—

(a) A closed shop.

(b) A union check-off.

Bearing in mind that this is the first collective bargaining agreement between these parties and that this Union has not as yet had an opportunity to give proof of the responsible character of its organization and demonstrate its ability and desire to maintain and further good employer-employee relationships in the Plant, the Board is of the opinion that it is not a case in which it should recommend the inclusion of a clause providing for a closed shop in the proposed agreement.

The evidence disclosed that in this Plant there have been for years deductions made from the pay cheques of its employees. Some deductions have been compellable by law; one at least has been made compulsory by the Company and several voluntary deductions have been made under the authority of orders or assignments executed by employees of the Company. In view of this established procedure the Board is of the opinion that the Company could hardly object to honouring an order given by an employee for payment to the Union out of his wages such amount as he might therein designate. The Board therefore recommends that the following clause be included in the proposed agreement between the parties:—

Upon the receipt of a written request from any employee forwarded through the Secretary of the Union, the Company agrees to deduct the monthly Dues of such employees from his or her pay and transmit the funds so collected

to the duly accredited officials of the Union, such deductions to commence on the date of the second pay day after the filing of such request. As in the case of other voluntary deductions the employee shall at any time be at liberty to cancel his or her request for the making of such deductions upon giving notice in writing in duplicate to the Company, one copy of such notice to be then forwarded by the Company to the Secretary of the Union.

(2) MATTERS IN DISPUTE EXCLUSIVE OF WAGES

Article 2, Section 2 (a)—Description of those excluded from the Agreement.

The Board has succeeded in inducing the parties to agree that this clause read as follows:—

All salaried employees and all foremen, assistant foremen, police and guards paid on hourly rates are excluded from this agreement.

and the words "assistant foreman" should be deleted under the heading "Electricians."

Article 2, Section 5—Step in grievance procedure.

The Board recommends that Section (d) be eliminated from this Agreement. In the opinion of the Board this clause as drafted in the event of disputes only provides one more step which will cause further delay in the settlement of the dispute, a step which, from practical purposes, there is no reasonable expectation of benefit to either party.

Article 2, Section 6—Change in Official appointing third arbitrator.

The parties agreed that the Minister of Labour of the Provincial Government should be inserted in lieu of the Minister of Labour of the Federal Government.

Article 3, Section 1 (d)—Application of seniority to lay-offs.

The Union withdrew its request for the inclusion of this clause in the agreement.

Article 3, Section 1 (f)—Improvers clause.

The Company agreed to include this clause in the agreement.

Article 4, Section 1—Holidays.

The Company objects to the inclusion of Victoria Day in the list of holidays. The Board would have recommended that this day be included as a Holiday but feel that it is precluded from so doing by P.C.4671, but would recommend that the Company include it as one of the holidays as soon as they are permitted to do so. As a matter of practice for some years in this Plant this day has been observed as a holiday.

Article 4, Section 2 (c)—Shop Stewards' meeting.

The parties agreed that there shall be inserted after the word "allowed" in the first line, the following words: "time not to exceed." The Board recommends that the last sentence reading as follows: "The business agent of the Local Union shall have access to the Company premises" be deleted, and in its place the following clause be inserted: "A representative of the Union shall have access to the Company's premises for this purpose only."

Article 7, Section 1 (a)—Date of payment of wages.

The Board recommends that there shall be no change in the clause contained in the draft agreement.

Article 7, Section 1 (b)—Deductions from wages.

The Board recommends that there shall be no change in this clause as it appears in the draft agreement.

Article 7, Section 1—Wage reduction.

The Union requested the inclusion of the following clause under this Article and Section:—

The application of the terms of this agreement shall not have the effect of reducing any employee's wage rate in force at the time it is executed.

This is a matter of wages, which matter of wages the parties have agreed is to be determined by the National War Labour Board.

Article 7, Section 3—Dispute as to Dirty Work.

The following clause at the end of Article 7, Section 3—"claims for bonus for dirty work other than that listed above, to be dealt with through the regular grievance procedure"—should be eliminated and the Board recommends the following clause inserted in lieu thereof:—

In the event of a dispute the question of whether any other work performed by an employee should be classified as dirty work and paid for as such will be decided through the grievance procedure set out herein.

(3) WAGES

Article 7, Section 3—Dirty Work.

The Union requested the inclusion of the following clauses as items (c), (d) and (e):—

(c) That time and one-quarter be allowed for men working in confined places full of gas as a result of Rivet fires and torches, as in Forepeaks, Tanks, all galvanizing departments, etc.

(d) That time and one-quarter will be allowed employees welding or burning on galvanized pipe or other galvanized work.

(e) Cleaning engines to be paid for at the rate of time and one-quarter.

The parties have agreed that the matters referred to in these three clauses should be submitted to the National War Labour Board.

Article 7, Section 4—Trial trips.

The Union request the inclusion of the following clauses:—

- (b) Time and one-half shall be paid all Engine Room and Boiler Room men and hot meals and lodging supplied while out on trial trips and double time for overtime.
- (c) If Engines run any longer than two hours, the Engine Room and Boiler Room men are to be paid time and one-half for the rest of the day.
- (d) Men other than the above mentioned shall be paid at the rate of time and one-quarter for trial trips and double time for overtime.
- (e) Diesel Engineer and his helper shall be paid at the rate of time and one-half while engine is running. The rest of the time, while on trial trip, shall be paid for at the rate of time and one-quarter. Overtime at the rate of double time.

- (f) All generator tests at the dock to be paid for at the rate of time and one-quarter.

The parties have agreed that the matters referred to in these five clauses should be submitted to the National War Labour Board.

The Board wishes to express its appreciation of the excellent spirit which prevailed throughout its meetings and the goodwill shown by the representatives of both parties.

All of which is respectfully submitted.

Dated at Port Arthur this 17th day of October, A.D., 1945.

(Sgd.) A. H. DOWLER,
Chairman.
(Sgd.) HERBERT ORLIFFE,
Member.
(Sgd.) R. J. PRETTIE,
Member.

Report of Board in Dispute between Kaufman Rubber (Ontario) Limited, Kitchener, Ont., and Local No. 88, United Rubber Workers of America

On October 23 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter. A minority report was submitted by Mr. A. Williams.

The personnel of the Board was as follows: His Honour Judge W. T. Robb, Orangeville, Ont., Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. N. Mathews and A. Williams, appointed on the nomination of the employer and employees respectively.

The text of the board's report and of the minority report was as follows:—

Report of Board

In the matter of The Wartime Labour Relations Regulations P.C. 1003, and of a dispute between Kaufman Rubber (Ontario) Limited, a Company incorporated pursuant to the laws of the Province of Ontario, hereinafter referred to as "the Company", and Local No. 88 of the United Rubber Workers of America, a voluntary union of employees affiliated with the Canadian Congress of Labour and the Congress of Industrial Organizations, hereinafter referred to as "the Union".

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:

In the latter part of February 1945, the United Rubber Workers of America, Local 88,

was certified as bargaining representative in the plant of A. R. Kaufman of Kitchener. Attempts to come to any agreement proved futile. On March 22, 1945, the Union presented a draft agreement to Mr. Kaufman. The latter, under date of April 4, 1945, directed a letter to Mr. J. Novak, President of Local 88, which included comments on the draft agreement submitted by the Union. A copy of Mr. Kaufman's comments was also sent to employees of the Kaufman plant. Some of these comments referred to might be termed unfortunate—at any rate might be considered by some of the employees, to say the least, as non-conciliatory.

A good Union man attempts to obtain more money and better working conditions for the worker—but he never hurts the business for which he works because he knows it is the cow that gives the milk. The good business man realizes that he must not fear competition that is fair. He should realize that labour has the right to organize to protect the workers. Hence, it would seem desirable that a good union man and a good business man could get together in an effort to effect better relationships between them.

For some reason or other, the parties never got far in such negotiations as did take place. As a result this Board of Conciliation was authorized. The first three meetings of the Board were not productive of concrete results other than that the parties had been requested to attempt to reach an agreement on matters that were not too contentious. However, at the fourth meeting some real progress was

made and after one further meeting all clauses of a proposed agreement had been examined and the parties had been able to agree to a considerable extent.

The Board had, so to speak, started from scratch. At one time it was felt that there was a possibility of an unanimous report. Unfortunately, this has been impossible. Hence, the majority report is that of Mr. N. L. Mathews, K.C., Company Representative, and the Chairman. At the final session Mr. Williams, whose minority report is on file, indicated he would have agreed with the majority had there been inserted a clause dealing with Union Security.

The Union had proposed that any completed agreement should include clauses guaranteeing:

- (a) Union shop
- (b) Check-off.

Since it is the Board's function to attempt conciliation, the majority report was based on the fact that inclusion of either of the two aforementioned items was, at this time, neither desirable nor prudent. The Union has some 320 members in a company which employs from 400 to 450. While the employer has not exhibited any enthusiasm for the Union, it does not follow that for this reason the Union, at the present time, should fear for their security. Nor should the fact be lost sight of that the existence of the Union in this plant is of short duration. It must not be forgotten either that this is the initial agreement between parties where certification took place only some seven months ago. It is surely not too much to suggest that further time must elapse before either of the two aforementioned submissions on the part of the Union should find place in an agreement between the parties. It is hoped that further time will permit more cordial relations between employer and employees. A satisfactorily negotiated future agreement is preferable to any that may be deemed to have been effected by compulsion. Union Security, obtained by what is tantamount to compulsion or semi-compulsion can bring undesirable consequences—to employees as well as to employer. The majority of the Board is consequently of the opinion that neither of the above suggestions of the Union should be incorporated in any agreement between the parties.

At all meetings, both the employer and the employees were represented. Mr. Kaufman attended all sessions with his Solicitor, Mr. J. C. Adams, K.C. To the latter, the Board is indebted—not only for his courtesy, but also for his real assistance in facilitating a large part of the suggested agreement, which is

appended to this report. On all occasions the Union was represented by Mr. H. R. Mitchell and Mr. O. Plummer, both of whom presented clear, forceful but fair, arguments.

All of which is respectfully submitted.

Dated this 18th day of October, A.D. 1945.

(Sgd.) W. T. ROBB,

Chairman.

(Sgd.) NORMAN L. MATHEWS,

Member.

Minority Report

To:

The Honourable the Minister of Labour,
Confederation Bldg.,
Ottawa, Ontario.

In the matter of The Wartime Labour Relations Regulations, P.C. 1003 and of a dispute between Kaufman Rubber (Ontario) Limited, a Company incorporated pursuant to the laws of the Province of Ontario, hereinafter referred to as "the Company", and Local No. 88 of the United Rubber Workers of America, a voluntary union of employees affiliated with the Canadian Congress of Labour and the Congress of Industrial Organizations, hereinafter referred to as "the Union".

There are four matters which I desire to report upon in this minority report. They are:—

1. Guaranteed Security for the Union.
2. The extent of managerial rights.
3. The check-off.
4. The time at which grievances shall be negotiated.

Except for these four items I am not only in agreement with what is recommended in the majority report but I also wish to endorse and, where appropriate, reciprocate the general sentiments expressed therein. I wish further to express my personal congratulations to the other members of the Board for the understanding and co-operation displayed by each of them throughout the whole of this most difficult case.

The United Rubber Workers of America is a very experienced Union. It is experienced in organizing the workers; it is experienced in bargaining with the employers on behalf of employees; but above all it is very experienced in maintaining good relations with employers.

This Union has been functioning in Canada for a good number of years. One of the first tasks it set itself in Canada was to organize the rubber workers in Kitchener, and this included the employees of the A. R. Kaufman Rubber Co. While all the other rubber com-

panies in Kitchener conceded union recognition and signed contracts with the union without recourse to any processes of certification the A. R. Kaufman remained most obdurate in its opposition. It is true some pretence of dealing with the union was indulged in by the company but it was mere shadow boxing. However, in February 1945, the Union, in order to overcome the persistent opposition of the company, applied for, and was granted, certification by the Ontario Labour Relations Board. From then until now the union tried to conclude a union contract with this company. The fact that its efforts were totally unsuccessful provides abundant proof that, even with the legal certification of the union as the bargaining agency, the employer's attitude of opposition remains unchanged.

To the credit (if such it be) of this employer it can be said that he was at least honest when appearing before the Board in that he made not the slightest attempt to disguise his hostility, even though it meant that he would, to quote his own words—"be alone in his glory".

Such an unbending attitude demands that the union should be afforded the greatest degree of protection it is possible to procure. Unless this is conceded only unending strife will result. Of this I am perfectly certain.

In this particular case it is completely futile to contend that an improved relationship will develop between the parties as they get to know each other better. The Company declines every opportunity for a better understanding. A trade union, under such circumstances, should not be required to place its organizational head on such a convenient managerial chopping block.

Trade unionism is more than a hundred years old. That is quite long enough for anybody to learn the A.B.C. of it if there existed any desire to learn. When, as in the present case, there is such evident determination not to learn, indeed a determination to avoid the opportunity of learning, something more than a voluntary educational process is required.

Almost the whole of our elementary schooling is a matter of compulsion. Laws are in existence which make it a punishable offence where children do not attend school. It is not one whit more harsh to compel these infantile employers to learn of the advantages and values of trade unionism instead of carrying on in their old habits of an industrial jungle.

Because in this case there is no indication on the part of the employer that he has learned so much as the first letter of the alphabet about trade unionism but, instead, intends to completely dominate his employees, I very strongly recommend to the Government,

through you, Mr. Minister, that the employees of this company, for their own individual safety, as well as for the collective good, be afforded complete security, either through the process of an act of Parliament, an order in council, appropriation, or some other governmental procedure that will accomplish the desired results.

The second matter in which I find myself unable to agree with the other members of the Board is that which the employer desires to have, namely, the "exclusive function" to handle the workers in his plant as he sees fit without any opportunity of redress on their part. It is my considered opinion that insistence on the part of an employer for such wide and unassailable authority serves only to add emphasis to what I previously referred to as the real intentions entertained by the employer. To do so is nothing short of encouraging dictatorship. This employer demands, as so many other employers have demanded, that it is their "exclusive function" to "hire, discharge, promote, demote or discipline employees". I am quite prepared to concede the employer the exclusive right to hire whom he pleases but I couldn't possibly agree to give him the same limitless authority to discharge, transfer, demote or discipline them.

In the present modern chain of managerial responsibility so many human beings are involved; each single one containing within itself likes and dislikes, favouritism and sycophancy. Out of such human weaknesses as these can come orders to discharge, transfer, demote or discipline employees, the results of which effect not only the lives of persons so pushed around but also of their families.

Oh, no, I couldn't possibly agree to give such over-all authority without retaining some right to question the wisdom of the decision made and the opportunity of righting a wrong decision when made. I would readily agree with a clause granting authority to management in these things if such a clause contained for the Union the right of correction and restraint.

The check-off is a subject that has been frequently dealt with in other reports by other Boards. The only thing I wish to say about it is that employers might very well concede this point as a gesture of sincerity concerning their oft-expressed good will. It is an old axiom that the proof of the pudding is in the eating.

Words are no test of sincerity. Actions alone are the things that count. Refusal to grant such a very easy thing as the check-off belies expressions of sincerity.

The fourth point is that which deals with the time at which disputes shall be handled. The employer says "after working hours". The Union says "when the necessity arises". A dispute can affect just one individual. It can also affect a group of individuals. In both cases it seems sensible to dispose of the grievances as quickly as possible. Some grievances can very well affect production which hurts the employer. It is nonsensical to permit the hurt to continue until after working hours when perhaps 10 minutes, or 15 minutes, or even an hour spent right away might remove the hurt immediately.

The grievances can also affect the wages or working conditions of the employee. It is unwise to allow it to continue a moment longer than is necessary. The practice of handling grievances during working hours is the policy most widely employed in plants. I think it is a good policy and feel it should apply in this case.

On these four matters I therefore recommend the following:—

1. Union Security—That all present and future employees of the bargaining agency coming within the order of certification shall be and remain members of the Union as a condition of employment.

2. In matters affecting the dismissal, transfer, demotion, promotion, or discipline of employees the Union shall have the right to all the provisions of the grievance procedure.

3. Check-off—That the Company deduct the Union dues from the earnings of the employee on receipt of a signed authorization from the employee to do so.

4. When grievances arise affecting one or more individuals such grievances shall be dealt with as necessity requires.

All of which is respectfully submitted.

Dated this 30th day of October, 1945.

(Sgd.) ARTHUR WILLIAMS,
Board Member for the Union.

Report of Board in Dispute between Cockshutt Plow Co., Ltd., Brantford, Ont., and Local 458, United Automobile, Aircraft and Agricultural Implement Workers of America

On October 17 the Minister of Labour received the unanimous report of the Board of Conciliation established to deal with the above matter.

The personnel of the Board was as follows:—His Honour Judge Egerton Lovering, Toronto, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. K. C. Berney, Brantford, and Bora Laskin, Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations P.C. 1003, and Cockshutt Plow Company Limited, Brantford, Ont., and Local 458, United Automobile, Aircraft and Agricultural Implement Workers of America.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir:

The Board of Conciliation appointed by you in the above matter begs to report as follows:

The Board held sittings in the City of Toronto, both privately and with the representatives of the parties, upon July 9th, August 24th, September 27th and October

15th, 1945. At the hearings, the Union was represented by R. Stacey, International Representative; T. H. Walsh, Chairman of the Plant Bargaining Committee, and M. Flannery, Financial Secretary of the Local Union. The Company was represented by J. H. Bradley Industrial Relations Supervisor; R. C. Hawkes, Director of Personnel, and Norman Butterworth, Standard Supervisor.

The dispute between the parties arose during the negotiation of a collective agreement, in which negotiation the union asked for the inclusion of clauses providing for a union shop and for a check-off of union dues.

The Company employs about 1900 persons who are eligible for membership in the Union, and of these the Union claims approximately 1300 as members.

The oral representations that were made by the respective parties were supplemented by written briefs, in which they reiterated their respective positions on the matters in dispute.

Although at the hearings before the Board the Company opposed both the union shop and the check-off of union dues, in the written brief which it subsequently filed with the Board it stated that is was prepared to grant a voluntary check-off revocable on thirty days' notice, and affirmed its determination to continue good relations both in the interest of employer and employee.

In the light of the facts submitted to it, and of the arguments in both the written and oral representations on behalf of the parties, this Board feels that the Company should be prepared to supplement its offer of a voluntary check-off revocable on thirty days' notice, by a clause in the proposed agreement between the parties providing for maintenance of union membership for the term of one year, by those of its employees who are, at the date of the execution of the proposed agreement, members of the Union, or who may subsequently voluntarily become members of the Union during the one-year period following the execution of the agreement.

The recommendation as to maintenance of membership does not carry any implication

that all employees are not free to join or to refrain from joining the Union as they see fit.

This Board believes that recommendations along the lines indicated above would contribute to continued harmonious relations.

The Board desires to thank the parties for the assistance that they have given to it during the hearings.

All of which is respectfully submitted.

Dated at Toronto this 15th day of October, 1945.

(Sgd.) EGERTON LOVERING,
Chairman.

(Sgd.) BORA LASKIN,
Employees' nominee.

(Sgd.) K. C. BERNY,
Employer's nominee.

Report of Board in Dispute between Six Motor Companies, Fredericton, N.B., MacFarlane Motors, Limited, Valley Motors Company, Ltd., Smith Motor Co., Ltd., J. Clark & Son Limited, Wood Motors, Ltd., Capital Garage; and Fredericton Automobile Mechanics' and Garage Workers' Union, Fredericton, N.B.

On November 1 the Minister of Labour received the Report of the Board of Conciliation which was established to deal with the above matter.

The personnel of the Board was as follows: Rev. Austin MacPherson, Fredericton, Chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. Arthur Limerick and Carlisle Hanson, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations P.C. 1003, and MacFarlane Motors Ltd., Valley Motors Company Ltd., Smith Motor Co. Ltd., J. Clark & Son Ltd., Wood Motors Ltd., Capital Garage and Fredericton Automobile Mechanics' and Garage Workers' Union, Fredericton, N.B.

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation appointed by you pursuant to the Provision of Section 13 of P.C. 1003 begs to submit the following report.

The Board has held six meetings since its appointment. At the first hearing Valley Motors Company Limited was represented

by John Baldwin, Smith Motor Company Limited by Walter MacNaughton, J. Clark & Son Limited by E. L. Merrithew, Wood Motors Limited by Bliss Wood and Capital Garage by W. E. Vaughan. MacFarlane Motors Limited was the only firm not represented. However, at subsequent meetings E. L. Merrithew stated that he was representing MacFarlane Motors Limited. At the last two meetings J. Clark & Son Limited was also represented by Alden R. Clark and Valley Motors Company Limited by G. Herbert Kitchen. The Union was represented by Jack Doherty, Vice-President, Willis White, Recording Secretary and Angus MacLeod, representing the Canadian Congress of Labour and acting as Union Counsel. Mr. MacLeod was assisted at the first meeting by Rev. J. R. Bath.

The Board asked for and was granted two extensions of time in order to obtain further information and to complete its report.

The above named employers are engaged in the business of automobile sales and repairs. The Union is chartered by the Canadian Congress of Labour and has been certified as the bargaining representatives in the six shops; the employees excepted being as follows: the Service Manager and Office Staff of Smith Motor Company Limited, the Office Staff of Wood Motors Limited, J. Clark & Son Limited, Valley Motors Company Limited and MacFarlane Motors Limited and the stockmen of Capital Garage.

The Board of Conciliation in the above dispute was faced with several unusual circumstances, which it is our purpose first to mention. We were dealing with six different employers who in form were negotiating as individuals, but in fact were bargaining collectively; this arrangement made the Board's task difficult, in that it was not easy to learn the attitude of each employer on any particular question.

Moreover a great deal of work had been done by the Conciliation Officer who had brought the parties to the point where an agreement had been tentatively endorsed, which the employers subsequently refused to sign; for this reason the negotiations did not take the normal procedure and there was no discussion of the proposed agreement clause by clause.

The Board takes for granted the premise that bona fide and responsible Trade Unionism is in the best interests of the public; the modern trend of legislation in democratic countries, and in particular the whole tenor and spirit of P.C. 1003 under which these proceedings were held, supporting this view. In this connection we might quote from the report of the New Brunswick Committee on Reconstruction as follows:—

"The general interest of the Canadian people would be furthered were all labour to be organized into bona fide trade unions."

The Board would like it to be borne in mind that throughout the negotiations two forms of agreement were considered. One, the original agreement submitted by the Union when negotiations were first opened is hereto attached as Appendix "A". The other agreement was that which was mutually arrived at by both parties under the leadership of the Conciliation Officer, but not signed, and is attached hereto as Appendix "B". The principal difference between these two proposed agreements is that the second form of agreement does not contain union security clauses.

At the first sitting of the Board the Union presented a brief stating their position and making Appendix "A" the basis of their demands. No discussion took place at the first sitting upon the Union brief; instead the employers stated their reasons for not having signed Appendix "B". The Board felt that here was a crucial point and a great deal of time was spent at the expense of any discussion which might have taken place upon Appendix "A". The Board also believed that strictly speaking in view of the nature of the reasons given for not having signed Appendix "B" the discussion was out of order, but that

if the reason existed in the minds of the employers and was hindering them from signing, and particularly in view of the fact that the employers were willing to discuss this question with the employees on a very frank and friendly basis this discussion might be of value. The reason given by the employers for not having signed Appendix "B" was that the Union did not cover the whole trade, a number of small garages and service stations, as well as two garages of some size not being affected by these negotiations, this fact, the employers pointed out, would penalize them because these other garages might be able to offer unfair competition in the future if the Union were to make undue demands for higher wages or shorter working hours.

This argument was answered by the Union representatives and in the opinion of this Board answered in a satisfactory manner. It was pointed out that competition would in no way be affected by the signing of Appendix "B" as wages and hours are governed entirely by The Wartime Labour Board. It was also suggested by the Union representatives that with the rescinding of the Wartime Labour Regulations and the revival of the Industrial Standards Act which enables the Provincial Government to set minimum wage scales for an industry as a whole, and which could be brought about by mutual good-will and co-operation between employers and employees in the future, this type of competition would disappear.

On two occasions attempts were made by the Board to obtain a formal agreement on the basis of Appendix "B", on both these occasions the hearing was adjourned to give the parties time to consider, and in both cases the employers refused to sign.

The Board then took under consideration the Union demands as contained in Appendix "A", supported by briefs of the Union and opposed by briefs of the employers on the subject of the Union security clauses.

Findings

The Board is of the opinion that if any special circumstances enter into the particular case it would be, firstly, the actual strength of the Union at the present time, in that in at least two of the garages, which had originally been certified, the Union cannot now claim to have a majority of the employees as members and secondly, the matter of ex-service men seeking employment in these garages and being obliged to join the Union

as a condition of employment if a Union Shop clause were inserted in the agreement.

It is the opinion of the Board that Union security clauses should ordinarily be gained gradually by a Union which has proved itself capable of responsibility and has enlisted a good majority of employees in its membership, providing that where special circumstances exist, as where an employer deliberately attempts to "break the Union" without sufficient justification, appropriate security clauses might be recommended for the protection of the Union.

In the opinion of the Board no sufficient case has been made out by the Union under either of the above heads, warranting inclusion of a Union Shop clause in the agreement.

There is some justification for the employers' stand in regard to the position of ex-service men being obliged under a Union Shop clause, to join the Union as a condition of employment. However, a maintenance of membership clause requiring all employees who are members of the Union or who join the Union before the expiration of the agreement to maintain their membership, would not in any way prejudice the rights of the returning service men.

Therefore, under these circumstances the Board does not recommend that a Union Shop clause be included in this agreement. The nominee of the employees on the Board being of the opinion that the majority of new employees, mainly ex-service men who have had their outlook broadened by travel and experience, will wish to partake in the advantages and responsibilities of the Trade Union Movement concurs with the other members of the Board with respect to the Union Shop.

As to the check-off clause, the Board feels, in view of the small size of the Union, and the lack of any evidence showing the necessity of such clause, as well as the objection of the employees to the possible odium of reducing the "take home" pay of their employees, that this demand be dropped.

The Board is of the opinion that the signing of an agreement would require a real measure of good faith on the part of both employers and employees if in the future there is to be mutual confidence and helpfulness. This is

particularly true because of the fact that the Trade Union Movement in these industries is an entirely new movement and also because both employers and employees are facing many uncertainties with the future. Therefore, if good faith is imperative and if the signing of an agreement is to be mutually advantageous the Board feels that some gesture of goodwill should come from the employers so that the Union might be able to relax from its defensive attitude and undertake constructive programs which would be a benefit to all concerned.

We therefore feel, in view of the above that the inclusion of some form of security clause in the agreement, as a gesture of goodwill on the part of the employers, would redound to their own credit and ultimate benefit.

The Board recommends, therefore, that the parties sign the proposed agreement as Appendix "B" (which had previously been accepted by the employers and the terms of which they stated were being observed by them), and that included in this agreement should be an additional clause providing for maintenance of membership, the wording of which clause should be as follows:—

"All employees who fifteen days after the signing of this agreement are members of the Union in good standing in accordance with the Constitution and By-laws of the Union, and all employees who thereafter become members shall as a condition of employment, during the life of this agreement and for the purpose of this agreement only remain members of the Union in good standing."

We sincerely believe that the acceptance of the recommendations of this Board by the employers and the employees will be in their joint interest and that it will also serve to advance the interests of the people of the community.

All of which is respectfully submitted.
October 29, 1945.

(Sgd.) AUSTIN D. MACPHERSON,
Chairman.
(Sgd.) ARTHUR LIMERICK,
Nominee of Employers.
(Sgd.) J. CARLISLE HANSON,
Nominee of Employees.

Strikes After Conciliation Board Procedure Under Wartime Labour Relations Regulations

Ford Motor Company of Canada, Limited, Windsor, Ont.

The October issue of the *LABOUR GAZETTE* contained an account of the outbreak of a strike on September 12 by some 10,000 employees of the Ford Motor Company of Canada, Limited, Windsor, Ont., the chief causes of which were the demands of the employees as represented by Local 200, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, for a new collective agreement containing "union shop" and "check-off" provisions. Previously a Board of Conciliation had recommended against the introduction of a "union shop" clause in the agreement, but a majority of the Board had recommended a voluntary "check-off" of union dues which would be irrevocable during the life of the agreement.

At the call of the Minister of Labour for Canada, a conference was held in Toronto on October 15 attended by representatives of the company and the union and by the federal Minister of Labour and the Acting Minister of Labour for Ontario and officers of their respective departments. The representatives of the union were insistent that the main requirements necessary to effect a settlement of the dispute were the granting of a "union shop" provision under which every employee would be required to join the union after being employed; a "check-off" of union dues, and a satisfactory determination of other questions of importance to the union. The representatives of the company were equally definite in maintaining that they were not prepared to enter into negotiations to amend or replace the old agreement until access to their plant through the union's picket line was given to company officials and office workers and until employees needed for the proper maintenance of power plant operations returned to work. The company management also declared that they would not in any event grant "union shop" or "check-off" provisions or any variation of such "union security" clauses. Discussions lasted three days and at the final session of the conference the Minister of Labour recommended the adoption of a compromise under which the Company would act upon an employee's own request that his monthly dues to the union be deducted from his wages, such authorization to be revocable by the employee at any time. This proposition was not acceptable to either side. The Minister stressed the need of a change of

attitude on both sides and urged upon them the importance of their settling their differences between themselves in the interests of all concerned, including the community and the people of Canada generally. The conference broke up without result, the Minister indicating that he would be glad to meet them again to canvass the possibilities of a settlement after they had a chance to consult their associates.

On September 27 the Minister of Labour made another attempt to resolve the dispute by sending to the parties a compromise proposal suggesting that the union withdraw its picket line and instruct the power plant employees to resume work within 48 hours; that the company facilitate the return to work of all its employees in order of seniority and without discrimination as soon as possible; that representatives of the company and of the union with the assistance of an umpire appointed by the Government undertake forthwith to endeavour to reach a mutually satisfactory collective agreement, subject to matters affecting wages being dealt with by the Regional War Labour Board; and that any proposals upon which the parties failed to reach an agreement should be determined by the umpire, whose decision should be final and binding.

In its reply to the Minister's communication, the company rejected the suggestion that any person not responsible to it should write a collective agreement by which the company would be bound. For its part, the union replied with a series of counter proposals, the first of which was that the parties would immediately proceed to negotiate an agreement covering all issues except the questions of an annual wage and vacations with pay—providing the company first accepted the principle of the "union shop" and "check-off".

As a result of the refusal of union pickets to permit more than five security guards to enter company premises on each shift, the Windsor Police Commission on November 2 ordered the intervention of city police. A strongly reinforced picket line prevented the local police force from escorting security guards into the plant and the Attorney-General for Ontario was requested to supply reinforcements to assist in the maintenance of law and order. A considerable detachment of Ontario Provincial Police supplemented by Royal Canadian Mounted Police

was despatched to the city. As the LABOUR GAZETTE prepared to go to press it was reported that barricades of motor vehicles were being placed around the plant by the pickets but no further attempt had been made by police to force entry to the premises.

On November 5 a sympathetic strike was called by Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, which is also located in Windsor. By this action about 8,500 workers employed in some 27 neighbouring plants engaged in the manufacture of motor vehicles or automotive parts joined the ranks of the strikers. When this occurred the Minister of Labour for Canada and the Attorney-General for Ontario, the latter being

also the Acting Provincial Minister of Labour, flew to Windsor by aeroplane, with assistants, to make further attempts to find a means of settling the dispute.

As a result of an interview with Mr. Ford, the Minister stated, "a company meeting was held and a proposal submitted which would provide for the immediate re-opening of the plant and arbitration of the question of union security and check-off, by a Justice of the Ontario Supreme Court," the proposal to be binding upon the company until midnight November the 12th.

The union rejected this proposal, holding out for an agreement with the company on Union Security.

Federal Wire and Cable Company, Ltd., Guelph, Ont.

The report of a Board of Conciliation and a Minority Report in connection with a dispute between the Federal Wire and Cable Company, Ltd., Guelph, Ont., and its employees as represented by Local 3021, United Steelworkers of America, were printed in the July issue of the LABOUR GAZETTE (page 984). The majority report stated that the chief point at issue related to union security and that, in trying to secure a settlement, the Board had persuaded the union representative to drop demands for a union shop or maintenance of membership and to limit his request to the voluntary check-off of union dues. The company could not be persuaded to accept this compromise. The report of the majority of the Board stated that the company tacitly admitted that it had no serious objection to the voluntary check-off in itself and would agree to it if the union promised that it would not make further demands in a year's time. The majority of the Board considered this attitude unreasonable and recommended the inclusion of a voluntary check-off clause in the new collective agreement between the parties.

On July 30 the company notified the union and the Department of Labour that it was not willing to accept the recommendation made in the report of the Board, and on August 12 the union conducted a vote which resulted unanimously in favour of strike action. An Industrial Relations Officer immediately went to Guelph on instructions of the Chief Conciliation Officer for Ontario to try to avert a strike. Both the company and the

union were firm in their determination to maintain their respective positions. On August 16 some 246 employees ceased work.

A further attempt to settle the strike was made by an Industrial Relations Officer on September 13. The solicitor for the company, Mr. J. C. Adams, K.C., of the Central Ontario Industrial Relations Institute, suggested that the management might agree to the check-off if the union would undertake not to ask for an additional measure of union security next year. The union then offered to limit their security demands to a check-off for a period of two years. The management of the company refused to concur and stated that it was definitely opposed to the check-off in any form.

A direct conference was held on October 13 between Mr. C. H. Millard, Canadian Director of the union, and the head of the company, but a settlement again proved impossible. On October 31 another meeting was held in the Toronto office of the Central Ontario Industrial Relations Institute attended by senior representatives of the company and the union and by an Industrial Relations Officer of the federal Department of Labour. It failed to achieve any results and the company intimated that its plant would remain closed until the employees decided to return to work under the same conditions which existed prior to the strike.

On November 2 the Director of Industrial Relations of the federal Department of Labour proposed to both parties that, with a view to terminating the deadlock, negotia-

tions should be resumed in the presence of an umpire appointed by the Department and that any point upon which agreement could not be reached should be determined by the umpire, whose decision would be final and

binding. This proposal was accepted by the union but rejected by the company.

The strike is continuing, with a 24-hour picket line being maintained by union members.

Conciliation Work of the Industrial Relations Branch During October, 1945

Activities Under the Conciliation and Labour Act and Other Legislation

OFFICERS of the Industrial Relations Branch dealt with 14 industrial disputes during the month of October, involving 31,384 workpeople employed in 95 separate establishments. Of these, 9 were new disputes which originated during the month and 6 were situations which had been untermiated as of September 30 and received further attention in October. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and North-western Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

FISHING AND TRAPPING:	
Fishing	1
MINING AND SMELTING, ETC.:	
Coal Mining	2
MANUFACTURING:	
Animal Foods	2
Metal Products	4
Shipbuilding	2
Non-Metallic Minerals, Chemicals, etc..	1
Rubber Products	1
TRANSPORTATION AND PUBLIC UTILITIES:	
Other Local and Highway	1
Miscellaneous	1

Nature of Dispute or Situation:

Strike or Lockout	1
Threatened Strike	3
Controversies	2
Arbitrations	3
Requests for services of Commissioners...	6

Predominant Cause or Object:

Increase in wages	2
Increase in wages and reduced hours...	1
Increase in wages and other changes....	2
Other causes affecting wages and working conditions	1
Employment of union members only....	2
Discharge of workers for union membership or activity.....	4
Other union questions	1
Discharge of workers for other than union activity	1
Unclassified	1

Disposition:

Strike averted by mediation	1
Decision rendered in arbitration	1
Industrial Disputes Inquiry Commission appointed	4
Special Commissioner appointed	1
Agreement renewed	1
Dispute lapsed or called off; no further action required	1
Referred to National or Regional War Labour Board	1
Other disposition	2
Disposition Pending	2

Method of Settlement:

Conciliation or mediation	1
Arbitration	2
Administrative action	1
Investigation only	5
Settlement Pending	6

Brief summaries of a few of the cases of chief interest appear below:—

Coal Miners, Nova Scotia and New Brunswick:—Reference was made in previous issues of the *LABOUR GAZETTE* (March, April, June, July, August, 1945) to negotiations between Government officials and representatives of coal miners belonging to District 26, United Mine Workers of America, and of certain coal mine operators in Nova Scotia and New Brunswick in connection with the miners' demands for certain wage increases and additional holidays with pay.

Following consultation between the Department of Labour, The Coal Controller and the Wartime Prices and Trade Board, an Order

was issued by the last named body increasing as from August 15, 1944, the price of bituminous coal mined in Nova Scotia and New Brunswick and sold up to February 1, 1947. The Order was made applicable to all shaft mines in the two Provinces whether or not the operators had contractual relations with the United Mine Workers of America. The interested companies were notified on August 9 that negotiations should take place with representatives of their employees as to the manner in which the revenue accruing should be passed on to the mine workers.

Further clarification was then sought by certain companies, which also claimed that they should receive assurance of governmental safeguards in connection with their financial integrity and protection of their competitive position in post-war markets. The companies were advised that the Minister of Labour and the Coal Controller were both of the opinion that the Government's subsidy plan automatically took care of any matters which could not be adjusted by collective bargaining. However, because of the difficulties presented by these and other problems, the representatives of the union and the chief operators were unable to reach an understanding upon the details of a new agreement and the assistance of the Department of Labour was again sought.

A series of conferences was held in Ottawa commencing on September 27 and lasting a full week. In addition to the Minister and officers of the Department of Labour and the Emergency Coal Production Board, they were attended by representatives of the United Mine Workers of America, the Dominion Coal Company Ltd., the Acadia Coal Company Ltd., and Old Sydney Collieries, Ltd.

These conferences were successful in establishing a substantial measure of agreement between the parties as to the distribution of the fund available from the increase in the price of coal but were discontinued when full agreement could not be reached. Subsequently a formula was worked out which was submitted to the National War Labour Board on October 4 and, on review, was made the subject of a Supplementary Finding and Direction by that Board on October 12.

Taking in to consideration the fact that the Wartime Prices and Trade Board had made a Fund available to the Companies by means of the increase in the price of coal, the National War Labour Board directed the Companies to pass on the revenue to their employees by granting the mine workers (a) six days' holidays with pay, to be taken in 1945 during the Christmas-New Year holiday period; (b) six days' holidays with pay during the summer months of 1946 (in addition to those previously authorized); (c) an addi-

tional 17 cents per mine worker per shift worked on and after March 1, 1946; and (d) adjustments at stated intervals to provide for distribution from the Fund of accrued revenue to take care of the retroactive period from February 1, 1945, to February 28, 1946.

It was also provided that any surplus available by reason of an increase in production would be distributed to mine workers pro rata on the basis of the number of shifts worked by them during the period of the 1945-47 Agreement.

Payments to the Workmen's Compensation Board of the Province, if any, were to be a charge against the Fund of accrued revenue, but it was recommended that the parties confer with the Workmen's Compensation Board with regard to possible exemption from such extra charges.

A referendum was conducted among the members of District 26, United Mine Workers of America, and on October 31 it was reported that the miners had voted by 7,256 to 1,545 in favour of acceptance of the award of the National War Labour Board.

Coal Miners, Alberta and British Columbia:—The October issue of the LABOUR GAZETTE contained a brief description of a strike of some 9,000 coal miners employed in 65 mines in Alberta and British Columbia which developed over demands that the miners be allotted additional allowances of red meat under the meat rationing regulations of the War-time Prices and Trade Board.

The strike of the various local unions was not sanctioned by union headquarters, and on October 9 the Executive Board of District 26, United Mine Workers of America, meeting in Calgary, issued instructions that the men should return to work. Members of the District Executive Board then returned to their own localities to place before the membership of the local unions the decision of the District Officers. On October 12, miners at Fernie and Michel in the Crow's Nest Pass area voted by a majority of one at each place to resume work, but failed to do so when others in the area belonging to local unions at Blairmore, Bellevue and Coleman voted against compliance with the instructions of the District Executive Board. At the same time votes favouring a termination of the strike were taken at other points and miners returned to work on October 15 at Nanaimo and Cumberland on Vancouver Island and in the Edmonton, Cadomin and Luscar areas. During the following week the other recalcitrant unions decided to follow suit and operations were fully restored by October 22.

Chemical Workers, Sarnia Ont.:—Pursuant to the terms of an agreement between Dow Chemical of Canada Ltd., of Sarnia, Ont., and

Local 12901, District Number 50, United Mine Workers of America, this Department was asked to appoint a chairman for a Board of Arbitration to deal with a dispute arising out of the dismissal of an employee. The Honourable the Minister of Labour for Canada, on September 5, appointed His Honour Judge M. A. Miller to the chairmanship of the arbitration committee upon which the Company and the Union also had representatives.

The board in a majority award held that having regard to all circumstances the company was justified in dismissing the employee.

Metal Products Workers, Kitchener, Ont.:—In October a complaint was lodged against the Onward Manufacturing Company of Kitchener, Ont., by Local 1719 of the International Association of Machinists for the dismissal of an employee allegedly because of union activity. Being an industry coming under Provincial jurisdiction, the matter was submitted to the Department of Labour for Ontario, who in turn requested the Minister of Labour for Canada to appoint an Industrial Disputes Inquiry Commissioner to investigate the dispute. Mr. H. Perkins, Industrial Relations Officer Toronto, Ont., made a preliminary investigation, as a result of which His Honour Judge James Parker of Toronto was appointed by the Minister. Settlement was pending at the end of the period.

Transport Workers, Coteau Rouge, P.Q.:—During October Mr. R. Trepanier, Industrial Relations Officer Montreal, P.Q., made a preliminary investigation of charges against Laval Transport Limited, Coteau Rouge, Montreal South, in regard to the dismissal of five employees allegedly because of attempts to organize a union in that company. As a result he recommended the appointment of an Industrial Disputes Inquiry Commission under Section 5 of P.C. 4020. On October 17, the Minister of Labour for Canada appointed His Honour Judge Honore Achim as commissioner to investigate the dispute. No decision had been reached as of the end of this period.

Metal Products Workers, Grimsby, Ont.:—On October 12, the Department was asked to appoint an Industrial Disputes Inquiry Commissioner under Section 5 of Order in Council P.C. 4020 to investigate the dismissal of two employees of the Grimsby Stove and Furnace Company, Grimsby, Ontario. The complaint was laid by local 805 of United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) on the basis that dismissal was due to union activity and not excessive absenteeism as charged by the company. A preliminary investigation was conducted by Mr. W. Dunn, Industrial Relations Officer, Toronto, Ontario. The matter was then referred to the Department

of Labour for Ontario, which led to the Provincial Minister of Labour requesting the Minister of Labour for Canada to appoint an Industrial Disputes Inquiry Commission. On October 17, the Minister appointed His Honour Judge W. T. Robb, of Orangeville, Ont. Before any hearing of the dispute took place, however, the Department received notification from the union, that the company had reinstated the dismissed employees, without loss of pay or seniority, and it was in a position to withdraw the matter.

Metal Products Workers, Windsor, Ont.:—The October issue of the *LABOUR GAZETTE* contained a brief reference to the appointment of His Honour Judge M. A. Miller, of Sarnia, Ont., as an Industrial Disputes Inquiry Commission to investigate the dismissal of an employee of the Kelsey Wheel Co., Ltd., Windsor, Ont., and the subsequent refusal of the Company to comply with a direction of a National Selective Service Officer to reinstate the said employee.

In his report Judge Miller found that the employee was not entitled to have his suspension from duty reviewed under a collective agreement and that the Selective Service Officer was acting within his authority in reviewing that suspension. He also found that the Selective Service Officer's decision that the employee should be reinstated—not having been appealed from—was still in effect and that it could not now be appealed. On October 13, the Minister of Labour notified both the Company and the Union that the reinstatement Order was still in effect and that the Company was obligated to reinstate the man in question.

Packinghouse Workers, Various Provinces:—At a district conference of the United Packinghouse Workers of America (C.C.L.) in Winnipeg on September 30 it was announced that a strike vote would be conducted among the employees of five meat-packing plants of Burns and Co., Limited, located in Vancouver, Edmonton, Regina, Prince Albert and Winnipeg, unless the Company agreed within ten days to various demands, chief of which were the negotiation of a master agreement covering all plants in which the union was recognized as the bargaining agency; a 40-hour work-week; a 30 per cent increase in wage rates to maintain "take-home pay"; and payment for statutory holidays. Similar action was also planned for a later date in plants of Canada Packers, Limited, and Swift Canadian Co., Limited, scattered from Vancouver, B.C. to Moncton, N.B. On October 11, after the union had served formal notice on Burns and Co., Limited, that it was proceeding with a vote to authorize the calling of a strike on October 15th, the Minister of Labour notified the Ministers of Labour of the four Western

Provinces that in the national interest the Dominion Government intended passing an Order in Council appointing a Government Controller of the plants threatened by strike action and requiring the parties to negotiate with a view to reaching a settlement without stoppage of work. In due course the concurrence of the Provincial Governments was indicated. The Order in Council set out that a strike would seriously affect the agricultural industry and curtail meat supplies required for essential civilian needs and commitments to allied countries and also supplies necessary for the Armed Forces of Canada and the distressed peoples of Europe; and that for the security, peace, order and welfare of the country it was necessary to appoint a controller to manage and control the operations of the strike-threatened establishments. The Controller named was Mr. J. Gordon Taggart, Chairman of the Meat Board of the Dominion Department of Agriculture. The union proceeded with strike votes in the 13 plants of Canada Packers, Limited, and Swift Canadian Co., Limited, in which it had bargaining rights, and on October 16, further Orders in Council were passed appointing Mr. Taggart as controller of those establishments. With one exception, the Governments of the seven Provinces affected gave their concurrence.

At the same time, the Honourable Mr. Justice S. E. Richards, of Winnipeg, was appointed as an Industrial Disputes Inquiry Commission under the provisions of Section 8 of Order in Council P.C. 4020 to confer with the parties to the dispute and to endeavour to effect a settlement. Seven Deputy Controllers were also appointed to assist Mr. Taggart in the management of the various plants on a regional basis.

A conference was arranged at Winnipeg by the Commissioner commencing on October 24. It was attended by 32 representatives of the union and 12 representatives of the three companies. Representatives of the Canadian Livestock Producers were also welcomed at the conference by the other parties. Daily joint sessions were held at which evidence and arguments were put forward and proposals and counter proposals examined. At the end of ten days of negotiations a mutual understanding was announced on November 2. It was agreed that in 16 of the plants affected the work week would be reduced from 48 hours to 45 hours and that the present hourly rates of the employees would be increased by 6.8 per cent so that the existing scale of "take-home" pay might be maintained. At the plant of Canada Packers Limited at Hull, P.Q. the work week was to be reduced from 54 to 48 hours with an upward adjustment in prevailing hourly wage rates of 6.8 per cent. The present weekly guaranteed hours in all

plants except that at Hull, P.Q. would be reduced from 40 hours to 37½ hours, including those weeks in which a statutory holiday occurs. Agreement was also reached upon the conditions under which punitive overtime rates of wages would be paid to hourly paid and shift workers for work in excess of the normal hours of work and for work on Sundays or holidays. The Companies undertook to pay hourly rated employees for six specified statutory holidays at regular rates if they were not required to work. No change was made with respect to present provisions for union security, but such provisions were to be made applicable at the Hull, P.Q. plant of Canada Packers Limited for the first time, and all Companies undertook to notify new employees that they approved of membership in the union.

The companies and the union further agreed to establish a Packinghouse Industry Advisory Board, having three members, one to be appointed by the Companies, one by the union, and one to represent livestock producers to be selected in the first instance by agreement between the Companies and the union. Three alternate members were to be named in the same way. The Advisory Board was to be available for prompt consultation upon any matter which might be raised by any one of the Companies or by the union or by the representatives of the livestock producers as being likely injuriously to affect co-operative relations between any Company and its employees or the maintenance of efficient production in any of the plants involved. Decisions of the Advisory Board would be binding only when the Company or Companies affected and the union previously agreed to refer the matter to the Board for arbitration.

The Companies and the union agreed to refer to a Board of Arbitration at the earliest possible date the issue of the negotiation of a "master agreement", so called, the decision to be binding upon the parties. Such Board was not empowered to draft the provisions of any agreement nor decide the terms thereof, but was authorized to decide as to the subject matter to be dealt with in such agreement or agreements.

It was provided that the parties would jointly seek the approval of the Dominion Government and such other authorities as might be interested, so far as might be necessary to give effect to the understanding reached. As the LABOUR GAZETTE went to press, arrangements were being made for joint applications to the appropriate Regional War Labour Boards for approval of those matters contained in the understanding which affected wage rates and remuneration under the provisions of the Wage Control Order.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts are summarized in separate articles following this.

Transportation and Public Utilities: Electric Railways and Local Bus Lines

REGINA, SASK.—THE CORPORATION OF THE CITY OF REGINA AND THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY, BUS AND COACH EMPLOYEES, LOCAL 588.

Agreement to be in effect from January 1, 1945, to December 31, 1945, and thereafter subject to 90 days' notice. The city recognizes the union as the sole bargaining agent for all eligible employees. All future permanent employees as well as present employees who are now or may later become members of the union shall, as a condition of employment with the city, remain in good standing with the union. All new employees shall become members of the Association within 30 days of becoming permanent. Check-off: the city agrees when so directed by written authority to deduct from employees' salary or wages the sum required for association fees and to remit same to the treasurer of the association.

Hours of work: motor-conductors—not more than 8 hours per day and not more than 6 days per week, paid at the daily rate of 8 hours and 20 minutes, which shall include time for reporting. On days for which time and one-half is paid, no time for reporting shall be paid. Mechanical and track department—8 hours per day, 6 days per week. Overtime: time and one-half for work between midnight and 6 a.m. and also for work on their day off and any of ten specified statutory holidays if unable to take another day off instead in close proximity to the day so worked. For ordinary Sunday work a rate of time and one-quarter will be paid. Vacation: three weeks with pay per year after completion of one year's continuous service with the company; after five years' continuous service vacation periods may be accumulated up to 4 weeks with company permission.

Wage rates: motor-conductors are paid for 8 hours and 20 minutes (to include reporting time) for 8 hours' actual work, from 60½ cents per hour for first six months to 81 cents per hour after two years; inspectors \$190 per month, freight motormen \$171.25 per month, freight conductors and switchmen 71½ cents per hour. Mechanical, Barn and Track Departments: machinist and welder, mechanic and general repair man 85½ cents per hour; electrician, carpenter and coach builder, painter and repairman, machinist, blacksmith, 82½ cents; car repairer 80½ cents, general utility man 73 cents; car cleaners, firemen 67½ cents; linemen 87½ cents; truck driver and line man's helper 72½ cents; bus mechanic 82½ cents; switchman 71½ cents; trackman and welder 70 cents; trackmen, derail switchmen 66½ cents.

All employees are entitled to free transportation on the company's lines. Provision is also made for seniority rights and grievance procedure.

Transportation and Public Utilities: Air Transportation

CANADIAN PACIFIC AIR LINES, LTD. AND THE ORDER OF RAILROAD TELEGRAPHERS, SYSTEM DIVISION No. 7 (RADIO OPERATORS, DESPATCHERS, AGENTS AND ASSISTANT AGENTS).

Agreement to be in effect from November 1, 1944, to October 31, 1945, and thereafter subject to 30 days' notice.

Hours: 48 per week, an 8-hour day, wherever and whenever possible depending upon local conditions. The spread of hours also will be kept as low as possible consistent with the requirements of the service. Overtime: only when necessary and will be divided as evenly as possible among the staff; compensatory time off will be allowed on a pro rata basis. When work on Sundays is necessary a seventh day during the week will be granted. Otherwise overtime will be credited, as also for work on any of six statutory holidays. Vacation: 12 working days with pay after one year's continuous service, subsequently one working day with pay for each 25½ days' service in the preceding year. When proceeding on annual vacation employees will be given available transportation space on the airways free.

Monthly wage rates: operators, grade 1 (after first 3 months probation period) \$100 per month during first full year to \$120 during third year; operators grade 2, \$130 per month in first year to \$150 per month in third year and thereafter; operators grade 3, \$160 to \$180 per month; operator-despatcher grade 1, \$150 to \$160 per month; operator-despatcher, grade 2, \$170 to \$190 per month; despatcher grade 1,

\$180 to \$200 per month, grade 2, \$210 to \$220 per month. Traffic and station staff: agents, grade 1 (after training and probationary period) \$90 to \$110 per month, grade 2—female \$115 to \$125 per month, grade 2—male \$125 to \$145 per month; grade 3, \$155 to \$175 per month.

Provision is made for seniority rights and grievance procedure.

Transportation and Public Utilities: Water Transportation

MONTREAL, P.Q.—THE NATIONAL HARBOURS BOARD AND THE BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES (GRAIN ELEVATOR SYSTEM EMPLOYEES).

Agreement to be in effect from July 1, 1945, to June 30, 1946, and thereafter subject to two months' notice.

Hours of work: 8 per day, a 48-hour week. Overtime: time and a half for all work in excess of these hours, double time for work on Sundays and six specified statutory holidays; a minimum of 4 hours at double time for any work on these days is also provided. Vacation: one week with pay for all employees in good standing with one year's service provided he has worked at least 1,000 hours in the preceding calendar year.

Wage rates (effective from July 1, 1944): electrician, millwright, 95 cents per hour; assistant millwright, weighmen, first feed tender, car dumper operators, distributors, 80 cents; feed tenders, machinery men, marine leg men, tower men, 75 cents; car shovellers, conveyor men, motor tenders, 70 cents; firemen, oilers, elevator helpers, sewer and baggers, 65 cents.

Provision is made for seniority rights and grievance procedure.

VANCOUVER, B.C. — BRITISH AMERICAN OIL COMPANY LTD. (FORMERLY THE UNION OIL COMPANY OF CANADA, LTD.) AND THE CANADIAN SEAMEN'S UNION (PACIFIC COAST DISTRICT)

Agreement to be in effect from July 30, 1945, to July 29, 1946, and thereafter from year to year subject to two months' notice. The company recognizes the union as the bargaining agent for the unlicensed personnel. The union agrees to supply competent and satisfactory help if available for all classifications of positions covered by this agreement.

Hours of duty: unlicensed personnel excepting cooks and mess men (who shall work hours required to prepare and serve three meals a day for the crew), 4 hours on and 8 hours off. Time off free from the ship equal to one day in seven. Overtime rate to be 50 cents per hour. Vacation: one week with pay after one year's service.

Wage rates: deckhand and ableseamen, greaser, \$104.93 per month; cook, \$124.93; mess men, \$74.93 per month; mess boys, \$64.93 per month.

Provision is made for the settlement of disputes.

Transportation and Public Utilities: Electricity and Gas

WINDSOR, ONTARIO—THE WINDSOR UTILITIES COMMISSION OF THE CITY OF WINDSOR AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 911 (HYDRO DIVISION OF THE WINDSOR UTILITIES COMMISSION)

Agreement to be in effect from April 1, 1945, to March 31, 1946, and thereafter from year to year subject to 60 days' notice. The Commission recognizes the union as the sole bargaining agent for all eligible employees and agrees not to discriminate against any employee because of union membership nor object to any employee becoming a member of the union. Only union members in good standing shall be employed in these classifications or those commencing employment who make proper arrangements for becoming immediate members of the union.

Hours: 8 per day, a 48-hour week. Overtime: time and one-half for work on Saturday afternoon and all time worked in excess of above hours except for work from midnight to 8 a.m. and on Sundays and legal holidays when double time will be paid. These overtime rates do not apply to sub-station operators, troublemen, reconnect and disconnect men, auto maintenance men, storehouse and garage janitors during the course of their normal working week. When normal working hours are other than from 8 a.m. to 5 p.m., overtime shall be paid for at one and one half times the standard hourly rates for seven hours, after the regular hours have been worked, and twice the standard hourly rates shall be paid for the next eight hours. Eight specified statutory holidays will be recognized as legal holidays with pay. Vacation: after one year's employment one working week with pay increased by one day per year up to 5 years of service and two weeks thereafter until 15 years of service have been completed; thence subject to an increase of one day per year up to a maximum of four weeks for 30 years' service. Sub-station operators and troublemen, however, to have three weeks' vacation after 5 years' service, to be increased by one day per year after 15 years' service to a maximum of 4 weeks' vacation.

Wage rates: Line department—journeymen \$1.10 per hour, heavy line truck driver 92 cents, lineman's helper 86 cents; meter department—journeymen and meter installers and removers 97 cents per hour, journeymen meter readers \$177.26 per month; substation construction and maintenance—journeymen \$1.03 per hour; merchandise maintenance and repair—journeymen \$175.72 to \$190.22 per month; journeymen troublemen \$1.10 per hour; street lighting department—maintenance men 81 to 95 cents per hour; auto maintenance—journeymen mechanics 97 cents, assistants 81 cents; carpenters and blacksmiths 97 cents, labourers 81 cents; learners assigned to any occupational group shall be paid the following percentage of the wages paid to a qualified journeyman in that group: first 6 months 50 per cent, second 6 months 60 per cent, second year 70 per cent, third year 80 per cent, fourth year 90 per cent, fifth year journeymen's wages.

Provision is made for a pension and insurance fund, seniority rights and grievance procedure.

Trade

WINDSOR, ONTARIO — PEERLESS COUNTRYSIDE DAIRIES, LIMITED, AND THE WINDSOR MILK DRIVERS' AND DAIRY WORKERS' UNION (CANADIAN CONGRESS OF LABOUR)

Agreement to be in effect from August 30, 1945, to October 1, 1946, and thereafter from year to year subject to notice. The company recognizes the union as the sole bargaining agent for all eligible employees. The company and the union agree that there shall be no discrimination, interference, intimidation, restraint or coercion of employees because of membership or non-membership in the union. Employees are free to join or not to join the union. Union activities shall not be conducted on company time or premises except as provided. All union members who elect to remain members of the union or those who elect to become members within fifteen days of effective date of agreement must as a condition of employment remain members of the union in good standing for duration of agreement. Check-off: The company agrees to deduct from the pay cheques of union members, who so authorize, all union dues. Hours: plant employees—8 per day, a 48-hour week, barnman, 6 days per week. Overtime: plant employees, time and one-half after 8 hours a day or 48 hours per week. Overtime so far is practicable will be equitably distributed. Any employee working six consecutive days will be paid for not less than 48 hours. Vacation: one week with pay after one year's continuous employment with the company, ten days after two years and two weeks after three years.

Wage rates: plant employees—skilled 80 cents per hour; semi-skilled 75 cents; general 70 cents; junior (milk department) 55 cents for first two months, 60 cents thereafter; (ice cream department) 50 cents first two months, 55 cents thereafter; sales department—retail route salesmen \$10.60 per week plus commission. Guaranteed minimum \$138.40 for each four consecutive weeks' period; wholesale route salesmen \$29.60 per week plus commission; route service men \$29.60 to \$34.60 per week plus 8 per cent of their weekly wage if they work on Saturday. Barnmen \$36 per week.

Provision is made for seniority rights and grievance procedure.

Service: Public Administration

SUDBURY, ONTARIO—THE MUNICIPAL CORPORATION OF THE CITY OF SUDBURY AND THE SUDBURY CIVIC EMPLOYEES UNION.

Agreement to be in effect from March 16, 1945, to March 15, 1946, and thereafter from year to year subject to 60 days' notice. The city recognizes the union as the sole collective bargaining agent for all employees affected. The city and the union agree that there will be no discrimination against the employees because of membership or non-membership in any lawful union, or because of race, colour or religious creed. Hours of work: 8 per day, a 48-hour week. Overtime at time and one-half. If called out to work a minimum of two hours at overtime rate of pay to be allowed. Time and one-half for work on any

of five specified statutory holidays. Vacation: two weeks with pay for all employees with one year or more of continuous service. All employees are also entitled to 18 days sick-pay allowance per calendar year, this to be cumulative from year to year. Provision is made for seniority rights and grievance procedure.

WINDSOR, ONTARIO—THE BOARD OF EDUCATION FOR THE CITY OF WINDSOR AND THE HEATING ENGINEERS, CARETAKERS AND ALLIED WORKERS (CANADIAN CONGRESS OF LABOUR)

Agreement to be in effect from June 1, 1945, to May 31, 1946, and thereafter subject to 30 days' notice. The board recognizes the union as the sole collective bargaining agency for all eligible union members. The board and the union recognize that employees shall be free to join or abstain from joining the union. Check-off: employees who within 15 days of effective date of agreement elect to become and/or remain union members shall authorize the Board to deduct from their wages regular union dues for the duration of the agreement or until resignation from the union. These dues will be paid over to the union annually.

Hours of work: 48 per week, or if duties can be performed satisfactorily in less time then the work week will be reduced accordingly but not to less than 44 hours per week. Overtime: all approved time worked in excess of 48 hours in any seven consecutive days shall be considered as overtime and will be paid for on actual pro rata hourly rates for the first hour and one and one half times pro rata hourly rates thereafter. Employees, whose regular duty occasions them to work on Saturday afternoon, Sundays or statutory holidays will be paid extra. All statutory holidays including holidays proclaimed by municipal authority shall be observed in so far as is compatible with the maintenance and preservation of the board's property. Vacation: two weeks with pay after one year's continuous service and three weeks after fifteen years' continuous service. Sick leave: after one year's continuous service every employee shall be entitled to sick leave with pay not exceeding 20 days in any one year. After 5 years' service the board may by resolution grant additional sick leave with pay in lieu of unused sick leave during first five years up to an additional 20 days.

Wage rates: cleaners \$1,200 per year; assistant caretakers \$1,600 to \$1,750; night caretakers \$1,850; caretaker-engineers \$1,850 to \$2,100, plus \$150 to \$170 overtime allowance; truck drivers \$1,600 to \$1,850; truck drivers and maintenance men \$1,600 to \$2,050. A pension share of 6 per cent is also paid by the board for all above classifications except that of cleaners. Provision is made for seniority rights and grievance procedure.

Service: Business and Personal

OTTAWA, ONTARIO—THE CANADIAN NATIONAL RAILWAY COMPANY (THE CHATEAU LAURIER HOTEL) AND THE CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS

Agreement to be in effect from July 11, 1945, to July 10, 1946, and thereafter subject to 2 months' notice.

Hours of work: 8 per day, a 48-hour week, except where it has been the practice to work less than 8 hours per day or 48 hours per week the practice shall be continued, if practicable. Where the work is of an intermittent nature, there being no work for periods of more than one hour's duration, trick split assignments may be established only by mutual agreement between the accredited representatives of the union and the company. This rule may be applied only to the staffs of the grill room, cafeteria waitresses, beverage room, main dining room, chefs' department and stewards' department. In the chefs' department split trick assignments to be confined to two tours of duty, while in the stewards' department to not more than three tours of duty, a total of eight hours' work, within a spread of 12 consecutive hours in any day. In the grill room, cafeteria, and the beverage room to be confined to not more than two tours of duty, and in the main dining room, to not more than three tours of duty, a total of 8 hours' work within a spread of 14 consecutive hours in any day. Overtime: time worked by employees on regular assignments, continuous with, before, or after the regularly assigned hours of duty shall be considered as overtime and shall be paid for, on the actual minute basis, at one and one-half times the pro rata rate. Regularly assigned employees shall be assigned a regular seventh day off duty each week, preferably Sunday. Employees required to work on their assigned day off duty shall be paid at one and one-half times the pro rata rate with a minimum of two hours and forty minutes, for which two hours and forty minutes service may be required. Vacation: six working days with pay for employees who have completed 300 days cumulative service in the preceding two years; after completing 5 years' cumulative service 12 working days with pay will be allowed.

Regularly assigned employees temporarily assigned to duties as waiters on special functions during their regular working hours will be paid in addition to their regular rate of pay as follows—waiters on luncheon functions \$1.25, waiters on dinner functions \$1.75.

Provision is made for seniority rights and settling of grievances.

PORT ARTHUR, ONTARIO.—THE CANADIAN NATIONAL RAILWAY COMPANY (THE PRINCE ARTHUR HOTEL) AND THE CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

Agreement to be in effect from July 1, 1945, to June 30, 1946, and thereafter subject to 2 months' notice. This agreement is similar to the agreement with the Chateau Laurier Hotel employees at Ottawa as summarized above with these exceptions:

Hours of work: Same as above except split trick assignments in the dining room, kitchen department, and stewards' department will be confined to not more than 3 tours of duty, a

total of 8 hours' work within a spread of 13½ hours in any day. In the front office, including bellboys and elevator operators to be confined to not more than two tours of duty on alternate days within a spread of 16 consecutive hours in any such day.

Rates of pay for regularly assigned employees, assigned as waiters during their regular working hours will be as follows—waiters or waitresses on luncheon functions \$1, on dinner functions \$1.50, in addition to their regular rate of pay.

WINNIPEG, MANITOBA.—THE CANADIAN NATIONAL RAILWAY COMPANY (THE FORT GARRY HOTEL) AND THE CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

Agreement to be in effect from July 1, 1945, to June 30, 1946, and thereafter subject to 2 months' notice. This agreement is similar to that for the Chateau Laurier Hotel at Ottawa, summarized above, with these exceptions: split trick assignments in the main dining room and for staff waitresses will be confined to not more than three tours of duty, a total of 8 hours' work, within a spread of 13½ consecutive hours in any day; in the chefs' department to be confined to two tours of duty, a total of 8 hours work, within a spread of 12½ consecutive hours in any day; in the valet department to not more than two tours of duty, a total of 8 hours work, within a spread of 13 consecutive hours in any day. For the front office staff, bellmen, maids and porters to not more than two tours of duty on alternate days within a spread of 16½ consecutive hours in any such days.

Rates of pay of regularly assigned employees, assigned as waiters during their regular working hours, will be as follows: for waiters and waitresses on luncheon functions \$1.25, on dinner functions \$1.50, in addition to their regular rate of pay.

BRANDON, MANITOBA.—THE CANADIAN NATIONAL RAILWAY COMPANY (THE PRINCE EDWARD HOTEL) AND THE CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

Agreement to be in effect from July 1, 1945, to June 30, 1946, and thereafter subject to 2 months' notice. This agreement is similar to the agreement with the employees of the Chateau Laurier Hotel, summarized above with these exceptions: split trick assignments may be assigned only to the staffs of the dining room, kitchen department, stewards' department and tavern, and will be confined to not more than three tours of duty, a total of 8 hours' work, within a spread of 13½ consecutive hours in any day.

Rates of pay of regularly assigned employees, assigned as waiters during their regular working hours, will be as follows: for waiters or waitresses on luncheon or dinner functions \$1 in addition to their regular rate of pay.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the amendment of seven agreements, all of which are noted below. A request for a new agreement for municipal police at Quebec was published September 22. A request for the amendment of the wholesale fur workers' agreement at Montreal was also published September 22. A request for a new agreement for municipal employees, external services, at Sherbrooke, was gazetted September 29. Requests for the amendment of the agreements for barbers and hairdressers at Joliette, paper box industry (uncorrugated) for the province, and wholesale fur workers at Montreal were gazetted October 6.

Orders in Council were also published approving or amending the constitutions and by-laws of certain Joint Committees and others approving the levy of assessment on the parties.

Manufacturing: Printing and Publishing

PRINTING TRADES: MONTREAL

An Order in Council, dated September 13, and gazetted September 22, extends the term of the agreement (L.G., May, 1944, p. 637; February, 1945, p. 182; March, p. 349; June, p. 873; July, p. 995; August, p. 1198; and previous issues) to December 31, 1945.

Manufacturing: Metal Products

MANUFACTURE OF CANS AND METALLIC

UTENSILS: PROVINCE OF QUEBEC

An Order in Council, dated September 13, and gazetted September 22, extends the term of the agreement (L.G., October, 1944, p. 1247), to December 31, 1945.

An Order in Council, dated October 4, and published October 13, extends the term of the agreement (L.G., Nov., 1943, p. 1530; August, 1944, p. 1007; November, p. 1368; December, p. 1515; May, 1945, p. 720), to October 9, 1946.

Construction

BUILDING TRADES, MONTREAL

An Order in Council, dated September 20, and gazetted September 29, extends the term of the agreement (L.G., January, 1945, p. 71; September, p. 1341) to December 31, 1945.

PLUMBERS, THREE RIVERS

An Order in Council, dated September 27, and gazetted October 6, amends the previous Orders in Council for this industry (L.G., March, 1940, p. 283; August, 1941, p. 1011; May, 1942, p. 631; April, 1944, p. 496; January, 1945, p. 69).

Minimum wage rates: A general increase of 5 cents per hour for all classes, making the rate for senior journeymen 75 cents in zone I and 65 cents in zone II, junior journeymen 60 cents in zone I and 55 cents in zone II, labourers 52 cents in zone I and 47 cents in zone II.

Trade

GROCERS, BUTCHERS, SHERBROOKE

An Order in Council, dated September 20, and gazetted September 29, amends the previous Orders in Council for this industry (L.G., July, 1940, p. 734; August, p. 868; June, 1941, p. 706; October, 1943, p. 1382). Territorial jurisdiction comprises the city of Sherbrooke and within 10 miles of it. The longer hours on days preceding holidays are reduced.

Service

BARBERS AND HAIRDRESSERS, SHERBROOKE

An Order in Council, dated September 20, and gazetted September 29, amends the previous Orders in Council for this industry (L.G., October, 1941, p. 1315; February, 1942, p. 234; April, 1943, p. 490; May, p. 639; Aug., 1945, p. 1199). Territorial jurisdiction includes the town of Coaticook, village municipalities of Rock Island, Beebe Plain and Stanstead and a radius of five miles from their limits.

Hours during which barber shops may be open in these municipalities are specified.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia, Ontario, Manitoba

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister con-

siders that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Nova Scotia

Construction

BRICKLAYERS, HALIFAX

An Order in Council, dated September 6, and gazetted September 12, makes binding the terms of a new schedule for bricklayers, masons and tile setters in Halifax, to be in effect from May 1, 1944, to April 30, 1945, and to continue from year to year to 60 days' notice.

Hours: 8-hour day, 4 on Saturdays, a 44-hour week. When necessary to work two or more shifts, within the 24 hours, men employed between 5 p.m. and 6 a.m. shall be paid 8 hours' pay for 7 hours' work. Double time is payable for work on Sunday and ten specified holidays.

Minimum wage rates: \$1.15 per hour; apprentices from 30 cents per hour during first year to 60 cents during fourth year.

Provision is made for a grievance committee.

CARPENTERS, HALIFAX

An Order in Council, dated September 6, and gazetted September 12, makes binding the terms of a new schedule for carpenters at Halifax, to be in effect from September 22, 1945, to April 30, 1946, and year to year thereafter.

Hours: 8-hour day, 4 on Saturday, a 44-hour week. Overtime is payable at time and one half for the first four hours worked, double time thereafter. Double time for work on Sundays and ten specified holidays.

Minimum wage rate from May 1, 1944: 95 cents per hour; apprentices from 40 cents during first year to 70 cents during fourth year.

Provision is made for a grievance committee.

SHEET METAL WORKERS, HALIFAX

An Order in Council, dated September 6, and gazetted September 12, makes binding the terms of a new schedule for sheet metal workers at Halifax, to be in effect from September 22, 1945, to April 30, 1946, and year to year thereafter to 60 days' notice.

Hours: 8-hour day, 4 on Saturday, a 44-hour week.

Minimum wage rates: 85 cents per hour; apprentices from 40 cents per hour during first year to 70 cents during fourth year. Overtime is payable at time and one-half until 10 p.m. and double time thereafter. Double time for overtime on shift work, Sundays and specified holidays.

Provisions are made for travelling expenses and a grievance committee.

Ontario

Service

BARBERS, TORONTO

An Order in Council, dated September 11, and published September 22, makes binding the terms of a new schedule for barbers in Toronto, to be in effect from October 2, 1945, during pleasure.

Hours: are either from 9 a.m. to 7 p.m. daily or 8 a.m. to 6 p.m.

Minimum wage rate: full time employees—\$25 per week plus 60 per cent of proceeds in excess of \$36, part time employees—\$15 per week for part time employees working a maxi-

imum of 24 hours a week, plus 60 per cent of proceeds in excess of \$22 per week; \$11 per week plus 60 per cent of proceeds in excess of \$16 per person working a maximum of 16 hours per week; \$9 per week plus 60 per cent of proceeds in excess of \$13, for persons working a maximum of 12 hours; \$7 per day or part thereof plus 60 per cent of proceeds in excess of \$10 for Saturday work or work on the day before a holiday; \$5 per day plus 60 per cent of proceeds in excess of \$7 for persons working on days other than Saturdays or the day before a holiday.

A schedule of minimum prices to be charged is included in the Order in Council.

Manitoba

HAIRDRESSERS, WINNIPEG AND DISTRICT

Regulations, pursuant to the Fair Wages Act, Part II, published in the *Manitoba Gazette* September 29, 1943, sets out hours, wages etc., for hairdressers in Winnipeg and neighbouring municipalities, were gazetted September 29.

Hours: not to exceed 10 hours per day, 48 hours per week, to be arranged so that each employee has a half holiday a week. Overtime may be worked only on permit from the Depart-

ment of Labour, and then at regular wage rates.

Minimum wage rates: operators employed on a full-time basis \$16 per week, improvers \$10 for first four months' service to \$14 in third four months' service, part time workers \$3.50 per day. Vacation: two weeks' vacation (one week with pay) after 12 months' service.

A schedule of minimum prices is included in the regulations.

Work of New Zealand Rehabilitation Board

In the Third Annual Report of the Rehabilitation Board of New Zealand, covering the year ending March 31, 1945, it is stated that the total personnel demobilized from the armed forces, as of that date, was 68,675. Of these 41,009 had seen service overseas and the other 27,666 were home-service personnel.

Due to the shortage of manpower, no great difficulty was experienced during the year in absorbing into employment all industrially fit ex-service men, although men who were fit for light work only were not so readily placed. It was recognized, however, that as demobilization increased and, consequently, the manpower shortage was progressively relieved, difficulty in the placement of ex-service personnel would increase. To prepare for this eventuality a special Service Men's Division of the National Service Department had been created to act as the agent of the Rehabilitation Board. This special division would be staffed as far as possible by returned servicemen and would be responsible for the placement of all fully-fit men, including trade trainees who had completed their training courses. The Rehabilitation Department retained its responsibility for all therapeutic placements, selection and placement of trade and farm trainees and the establishment of the latter group. It is asserted that the Board was keenly aware of the paramount importance which a full employment policy occupies in the national economy and in conjunction with other official organizations, is constantly studying all avenues for the development of employment opportunities for ex-service men and ex-service women.

Trade Training

Considerable progress had been made in the matter of trade training for ex-service personnel. Class "A" training was providing full-time instruction at some 15 training centres throughout the Dominion, in the building and allied trades, and in technical colleges for engineering and welding. Training in the latter was taken over from the Department of Labour which had administered this class

of training during the wartime emergency. It was the intention to continue the training in welding at one centre at least, "until it is felt that saturation point is likely to be reached".

Under Class "B" training the Board arranges with employers and trainees to provide for the employment and training of ex-service men over a specified period at wages—provided for in the contract—which were subsidized by the Board at stated rates for stated periods. Class "B" training in the building and welding trades was confined to married men who would suffer inconveniences by being required to leave their homes to undertake Class "A" training.

It is stated that the Trade Training Advisory Committees provide training for no fewer than 150 trades and occupations. Each application is considered and the applicant interviewed by a local Advisory Committee consisting of the Rehabilitation Officer, a representative of the workers and a representative of the employers in the trade concerned. This assistance is given voluntarily and, it was claimed, was "of incalculable value to the Board in its administration and to ex-service men taking advantage of the Class 'B' training scheme".

Class "C" training caters for the resumption of apprenticeships interrupted by war service. It has been provided that apprentices revising their contracts shall receive at least the apprenticeship rates of wages that they would have received had their employment been continuous. If the expiry date of the contract is passed, or if the apprentice has reached the age of 21 years, the employer is called upon to pay him the final contract rate plus one-third of the difference between that rate and the relative journeyman rate. Where a contract is revived after the original expiry date has been passed, or where the contract expires after the revival, the Rehabilitation Board is empowered to pay a subsidy limited to the difference between the journeyman's award wage and the employer's payment under the regulations.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the up-grading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Navy, Army and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Veterans Affairs;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

There was a growing interest and response shown in supervisory training during the 1944-1945 period. Job safety training was added to the existing units of job instruction training, job relations training and job methods training.

Rehabilitation training for persons discharged from the armed services was carried out in close co-operation with the armed services, the Department of Veterans Affairs, and the regional directors and supervisors of the employment offices of National Selective Service. Although the enrolment of ex-service personnel increased substantially, the number constituted only about 4.5 per cent of all discharged persons.

From its inception up to September 30, 1945, the gross enrolment under Canadian Vocational Training has been as follows:

Training for Industry	280,497
Army Tradesmen	49,219
Navy Tradesmen	9,056
R.C.A.F. Tradesmen	65,212
Rehabilitation (Discharged persons from the Forces)	17,530
Students	7,649
Total	429,163

Report on Vocational Training Presented to Parliament

Enrolment for Canadian Vocational Training in the fiscal year 1944-1945 totalled 82,133 persons, according to the Annual Report of the Training Branch of the Department of Labour, which was presented to the House

of Commons by Hon. Humphrey Mitchell, Minister of Labour, recently. Youth training, war emergency training and apprentice training made up the main divisions of the program. Federal Government appropriations covering this work for 1944-1945 slightly exceeded \$7,000,000.

Agreements were in effect with all the provinces in connection with youth training and, with the exception of Prince Edward Island and Quebec, apprenticeship training agreements were in effect throughout the Dominion. To implement the terms of the latter agreements, Apprenticeship Acts were passed by the provinces of New Brunswick, Manitoba, Saskatchewan and Alberta, none of which had such legislation previously on their statute books. The ultimate aim was for full and part-time training of a technical and practical nature in schools, for apprentices registered under the provincial Acts.

Dominion-Provincial youth training included a variety of subjects such as home-craft and handicraft, farm mechanics, industrial and commercial work, etc., according to the needs and preferences of the provinces concerned. Student aid, a vital part of the youth training program, included assistance to students in medicine, dentistry, science engineering, university and normal school work and nursing.

War emergency training was provided for persons required for essential work in all three armed services and in industry and was carried out in all the provinces of the Dominion. The number enrolled as navy tradesmen declined slightly during the fiscal year.

Under training in industry were included those engaged in essential civilian production, which in turn extended the scope of foremanship and supervisory training to a larger number of firms. There was a sharp decrease in the enrolment in all types of industrial classes during the year, as the needs of most firms for this class of training had been met. Pre-employment training was confined largely to Ontario and Quebec. As a result, the number of schools operating under this plan showed a marked decline. The plant schools in the Nova Scotia coal mines were continued throughout the year, in spite of the small number of trainees, with a view to increasing the production of coal in a time of national emergency.

TABLE 1—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1945 TO SEPTEMBER 30, 1945

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Sept. 30/45	Enrolled in Sept.	At End of Sept.	From April 1/45 to Sept. 30/45	From April 1/45 to Sept. 30/45
Dominion Summary					
Men.....	2,448	490	1,791	316	341
Women.....	59	11	31	10	18
Total.....	2,507	501	1,822	326	359
Prince Edward Island					
Men.....	27	3	17	4	6
Women.....					
Total.....	27	3	17	4	6
Nova Scotia					
Men.....	54	14	45	6	3
Women.....	4		4		
Total.....	58	14	49	6	3
New Brunswick					
Men.....	44	6	34	5	5
Women.....	3	1	2	1	
Total.....	47	7	36	6	5
Quebec					
Men.....	397	133	301	63	33
Women.....	6	1	2	1	3
Total.....	403	134	303	64	36
Ontario					
Men.....	1,001	166	806	51	144
Women.....	11	4	8		3
Total.....	1,012	170	814	51	147
Manitoba					
Men.....	252	65	196	21	35
Women.....	3		1	1	1
Total.....	255	65	197	22	36
Saskatchewan					
Men.....	134	20	86	36	12
Women.....	1		1		
Total.....	135	20	87	36	12
Alberta					
Men.....	263	44	151	68	44
Women.....	14	4	6	4	4
Total.....	277	48	157	72	48
British Columbia					
Men.....	276	39	155	62	59
Women.....	17	1	7	3	7
Total.....	293	40	162	65	66

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1945 TO SEPTEMBER 30, 1945

(Subject to Revision)

		NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
		From April 1/45 to Sept. 30/45	Enrolled in Sept.	At End of Sept.	From April 1/45 to Sept. 30/45	From April 1/45 to Sept. 30/45
Dominion Summary						
Correspondence	Men.....	368	36	283	22	63
	Women.....	2	1	1	1	1
Pre-Matriculation	Men.....	3,164	917	1,826	1,023	315
	Women.....	51	12	26	18	7
Total.....		3,585	965	2,136	1,064	385
Prince Edward Island						
Correspondence	Men.....	3		3		
	Women.....					
Pre-Matriculation	Men.....	4	1	1	2	1
	Women.....					
Total.....		7	1	4	2	1
Nova Scotia						
Correspondence	Men.....	6	2	3	2	1
	Women.....					
Pre-Matriculation	Men.....	28	14	13	6	9
	Women.....	1			1	
Total.....		35	16	16	9	10
New Brunswick						
Correspondence	Men.....	4		3		1
	Women.....					
Pre-Matriculation	Men.....	55	32	35	13	7
	Women.....					
Total.....		59	32	38	13	8
Quebec						
Correspondence	Men.....	52	1	34	1	17
	Women.....					
Pre-Matriculation	Men.....	234	234	234		
	Women.....					
Total.....		286	235	268	1	17
Ontario						
Correspondence	Men.....	148	19	123	3	22
	Women.....					
Pre-Matriculation	Men.....	1,903	409	1,069	626	208
	Women.....	26	9	11	14	1
Total.....		2,077	437	1,203	643	231
Manitoba						
Correspondence	Men.....	42	3	37	1	4
	Women.....					
Pre-Matriculation	Men.....	220	74	109	100	11
	Women.....	3			1	2
Total.....		265	77	146	102	17
Saskatchewan						
Correspondence	Men.....	21	4	13	5	3
	Women.....	1			1	
Pre-Matriculation	Men.....	188	91	140	35	13
	Women.....	8	1	6		2
Total.....		218	96	159	41	18
Alberta						
Correspondence	Men.....	50	7	37	2	11
	Women.....	1		1		
Pre-Matriculation	Men.....	304	45	141	109	54
	Women.....	8		7		1
Total.....		363	52	186	111	66
British Columbia						
Correspondence	Men.....	42		30	8	4
	Women.....					
Pre-Matriculation	Men.....	228	17	84	132	12
	Women.....	5	2	2	2	1
Total.....		275	19	116	142	17

TABLE 3—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1945 TO SEPTEMBER 30, 1945

	NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	COMPLETED BUT NOT REPORTED PLACED		WITH- DRAWALS
	From April 1/45 to Sept.30/45	Enrolled in Sept.	At End of Sept.	From April 1/45 to Sept.30/45	From April 1/45 to Sept.30/45	In Sept.	From April 1/45 to Sept.30/45
Dominion Summary							
Men.....	4,857	1,363	2,932	993	208	30	728
Women.....	1,167	203	600	249	57	12	263
Total.....	6,024	1,566	3,532	1,242	265	42	991
Prince Edward Island							
Men.....	25	7	12	2	7		4
Women.....	7	2	5	1	1		
Total.....	32	9	17	3	8		4
Nova Scotia							
Men.....	116	50	83	26			7
Women.....	19	13	17	2			
Total.....	135	63	100	28			7
New Brunswick							
Men.....	198	63	107	47	2	1	44
Women.....	37	13	26	3	1	1	7
Total.....	235	76	133	50	3	2	51
Quebec							
Men.....	721	289	495	91	63	3	72
Women.....	166	32	91	33	4	1	38
Total.....	887	321	586	124	67	4	110
Ontario							
Men.....	1,889	450	1,303	324	26	2	236
Women.....	350	71	215	47	17	2	71
Total.....	2,239	521	1,518	371	43	4	307
Manitoba							
Men.....	651	223	369	82	57	20	143
Women.....	157	25	71	43	1		42
Total.....	808	248	440	125	58	20	185
Saskatchewan							
Men.....	348	60	135	157	22		34
Women.....	91	11	39	27	11		14
Total.....	439	71	174	184	33		48
Alberta							
Men.....	377	65	142	113	17	1	105
Women.....	170	16	70	47	13	3	40
Total.....	547	81	212	160	30	4	145
British Columbia							
Men.....	532	156	286	151	14	3	83
Women.....	170	20	66	46	9	5	51
Total.....	702	176	352	197	23	8	134

Activities of Unemployment Insurance Commission

Analysis of Claims and Benefit-Insurance Registrations—The Fund— Amendments to Contribution Regulations—Functions of Operations Branch—Decisions of Umpire

WITH continuing lay-offs following the cessation of hostilities and cancelling of many war contracts, the number of claims for Unemployment Insurance benefit increased sharply in September over previous months. Claims in Canada totalled 40,473 in September as against 20,557 during August and 3,715 in September 1944.

Similarly, the number of persons signing the live unemployment register during the last six working days of September was 48,352 (32,772 males and 15,580 females) compared with 28,770 (17,596 males and 11,174 females) during the last week of August and 5,746 (3,938 males and 1,808 females) during the last week of September, 1944. Since those reporting days of unemployment under the Unemployment Insurance Act must sign the live unemployment register at least once a week, persons signing the register include current claimants as well as those who are putting in "waiting days" and those currently drawing benefit.

A total of 29,913 claims was adjudicated at Insurance Offices during September, 26,203 being considered entitled to benefit and 3,710 not entitled to benefit. The chief reasons for non-entitlement were: "Insufficient contributions while in insurable employment" (1,281 cases), "loss of work due to a labour dispute directly affecting the claimant" (1,002 cases); "voluntarily left employment without just cause" (927 cases) and "discharged for misconduct" (251 cases).

In all, 25,952 persons received one or more benefit cheques during September of whom 11,815 commenced receiving benefit in that month. The 25,952 beneficiaries were paid a total of \$882,634 for 452,433 compensated unemployed days. This compares with 19,521 persons who received \$685,571 for 358,360 days in August and 4,625 persons paid \$117,008 for 61,917 days in September, 1944.

The average duration of the unemployment compensated was, then, 17.4 days in September, 18.4 days in August and 13.4 days last September. The average amount of benefit paid per beneficiary was \$34.01 in September, \$35.12 in August and \$25.30 in September, 1944. The average amount of benefit paid per compensated day of unemployment was \$1.95 in September, \$1.91 in August and \$1.89 in September of last year.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at September 30, 1945, 2,811,895 employees were issued with Insurance books and had made contributions to the fund at one time or another since April 1, 1945, an increase of 120,307 since August 31, 1945.

As at September 30, 1945, 148,513 employers were registered as having insurable employees, an increase of 1,470 from August 31, 1945.

Registrations as at September 30, 1945, by regions are given in Table 1.

Unemployment Insurance Fund

Total Employer—Employee contributions for September amounted to \$4,925,435.41 a slight reduction as compared with the amount of \$5,196,735.65 for the same month last year.

Benefit payments in September this year totalled \$881,737.39. This represents an increase of 660 per cent over benefit payments in September last year when the corresponding figure was \$116,064.07.

Of the total revenue of \$6,268,078.74 in September of this year, 14.0 per cent was required for benefit payments, leaving a net increase to the fund of \$5,386,341.35 during the month.

TABLE 1.—REGISTRATIONS AT LOCAL OFFICES OF UNEMPLOYMENT INSURANCE COMMISSION,
SEPTEMBER 30, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	11,792	207,903
Quebec.....	40,296	862,364
Ontario.....	54,519	1,120,041
Prairie.....	27,019	378,015
Pacific.....	14,887	243,572
Total for Canada.....	148,513	2,811,895

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO SEPTEMBER, 1945

	1942	1943	1944	1945
January.....	663	4,637	11,751	20,412
February.....	4,124	4,822	12,284	14,990
March.....	2,925	5,046	10,667	13,307
April.....	2,799	3,953	6,463	8,430
May.....	4,629	2,027	4,654	8,825
June.....	2,668	1,772	3,226	10,857
July.....	1,855	1,087	3,106	10,886
August.....	1,118	1,370	3,241	20,557
September.....	1,058	1,013	3,715	40,473
October.....	1,748	1,475	6,222	
November.....	3,337	2,896	11,798	
December.....		6,562	13,770	
Total.....	26,924	36,660	90,897	148,737

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, SEPTEMBER, 1945

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	70	49	21	61	45	10	34
Nova Scotia.....	1,526	1,128	398	1,964	1,472	149	604
New Brunswick.....	244	211	33	230	163	23	57
Quebec.....	16,775	14,908	1,867	16,471	8,879	1,269	9,212
Ontario.....	14,078	13,268	810	12,797	9,478	1,788	3,071
Manitoba.....	1,315	1,057	258	1,330	1,224	138	310
Saskatchewan.....	330	268	62	323	286	49	37
Alberta.....	680	514	166	634	515	46	212
British Columbia.....	5,455	4,882	573	5,585	4,141	238	2,121
Total, Canada, September, 1945.....	40,473	36,285	4,188	39,395	26,203	3,710	15,658
Total, Canada, August, 1945.....	20,557	17,592	2,965	16,266	10,616	2,045	6,176
Total, Canada, September 1944.....	3,715	2,925	790	3,497	2,884	723	766

TABLE 4.—CLAIMANTS NOT ENTITLED TO BENEFIT AND CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of of September, 1944	Month of of September, 1945	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	178	1,281	4,975
Not capable of and not available for work.....	19	66	423
Loss of work due to a labour dispute.....	2	1,002	1,126
Refused offer of work and neglected opportunity to work.....	25	65	379
Discharged for misconduct.....	36	251	1,261
Voluntarily left employment without just cause.....	420	927	4,450
Other reasons (!).....	43	118	456
Total.....	723	3,710	13,070

(!) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, SEPTEMBER, 1945

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	125	45	2,434	4,656
Nova Scotia.....	1,861	593	37,651	78,453
New Brunswick.....	282	83	5,186	10,406
Quebec.....	11,166	4,424	206,966	390,283
Ontario.....	6,351	3,501	109,874	215,779
Manitoba.....	2,091	905	32,171	63,408
Saskatchewan.....	651	238	10,949	21,159
Alberta.....	1,083	396	18,817	38,211
British Columbia.....	2,342	1,630	28,385	60,279
Total, Canada, September, 1945.....	25,952	11,815	452,433	882,634
Total, Canada, August, 1945.....	19,521	7,230	358,360	685,571
Total, Canada, September, 1944.....	4,625	2,178	61,917	117,008

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT SEPTEMBER 30, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	995	235	1,230
Clerical Workers.....	2,641	2,754	5,395
Sales Workers.....	1,374	1,775	3,149
Service Workers.....	2,180	1,256	3,436
Agricultural Workers and Fishermen.....	75	400	475
Food Workers.....	112	.....	112
Textile and Clothing Workers.....	118	356	474
Loggers.....	12	.....	12
Sawmill and Wood Operators.....	150	.....	150
Printing Workers and Paper Makers.....	91	.....	91
Shoe and Leather Workers.....	125	.....	125
Stone, Clay and Glass Workers.....	10	.....	10
Electrical Workers.....	507	.....	507
Coal Miners.....	31	.....	31
Other Miners (except coal).....	29	.....	29
Construction Workers (except carpenters).....	687	.....	687
Carpenters.....	528	.....	528
Machine Shop Workers and Operators.....	3,869	.....	3,869
Sheet Metal Workers.....	295	81	376
Foundry, Smelter and other Metal Workers.....	2,673	1,537	4,210
Miscellaneous Skilled Workers.....	4,218	3,467	7,685
Automobile and Other Mechanics.....	787	.....	787
Miscellaneous Unskilled Workers—Heavy Labour.....	4,282	.....	4,282
Miscellaneous Unskilled Workers—Light Labour.....	6,983	3,719	10,702
Totals.....	32,772	15,580	*48,352

* This figure is exclusive of 583 Short Time Claimants, 20 Casual Claimants and 683 Ex-Service Personnel.

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT SEPTEMBER 30, 1945

	19 and less		20-29		30-44		45-54		55-59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA....	1,902	1,647	6,291	7,486	9,164	4,683	5,561	1,391	2,814	219	7,040	154	32,772	15,580	48,352

TABLE 3.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1945

Month	CONTRIBUTIONS (Gross less refunds)						Interest on Investments and Profit and Sale of Securities	Total Revenue	Benefit Payments	EXPENDITURE	Balance in Fund
	REVENUE										
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government					
Total from July 1, 1941 to Dec. 31, 1944.....	\$ 108,602,761 06	\$ 43,021,805 60	\$ 50,433,437 79	\$ 1,349,789 42	\$ 203,407,794 77	\$ 40,681,558 94	\$ 10,525,471 73	\$ 254,614,825 44	\$ 4,544,582 94	\$ 250,070,242 50	\$
1945											
January.....	2,828,387 24	988,675 22	1,414,265 78	50,924 80	5,282,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	256,076,686 80	
February.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 34	922,816 87	97,499 93	5,634,401 14	821,052 62	260,890,035 32	
March.....	3,402,135 65	1,089,941 63	1,488,125 78	39,568 51	6,019,771 57	1,203,954 33	1,441,374 50	8,665,100 40	1,520,675 86	268,034,459 86	
April.....	2,564,201 14	900,036 34	1,383,744 70	49,692 52	4,897,674 70	979,534 94	275,250 00	6,152,459 64	590,203 31	273,596,716 19	
May.....	2,691,404 87	1,079,743 91	1,398,222 29	114,442 73	5,283,813 80	1,056,762 76	2,673,807 50	9,014,384 06	671,326 41	281,939,773 84	
June.....	2,668,624 06	900,636 91	1,934,100 09	146,194 27	5,109,555 33	1,021,911 07	347,070 00	6,478,536 40	578,133 26	287,840,176 98	
July.....	2,708,632 16	911,542 29	1,391,506 92	82,884 28	5,094,565 65	1,018,913 13	213,345 00	6,326,823 78	601,135 66	293,565,865 10	
August.....	2,978,301 83	916,219 45	1,356,567 19	100,798 34	5,351,886 81	1,070,377 36	271,846 51	6,694,110 68	684,878 97	299,575,096 81	
September.....	2,711,310 80	894,708 82	1,245,295 36	134,120 43	4,925,435 41	985,087 08	357,556 25	6,268,078 74	881,737 39	304,961,438 16	
1945 Total.....	24,912,455 53	8,507,238 51	12,393,345 11	766,001 50	46,579,040 65	9,315,808 15	5,891,094 69	61,785,943 49	6,894,747 83	304,961,438 16	
GRAND TOTAL.....	133,515,217 49	51,529,044 11	62,826,782 90	2,115,790 92	249,986,835 42	49,997,367 09	16,416,566 42	316,400,768 93	11,439,330 77	304,961,438 16	

The Column "Interest on Investments and Profit on Sale of Securities" represents:—

- (a) Interest received on due dates from various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:

Arrears of contributions from Government Departments in November, 1944.....	\$ 940,000 00
Penalties.....	5,127 80
Contributions in respect of Service in the Armed Forces.....	1,167,634 82
Miscellaneous.....	3,028 30
	<u>\$ 2,115,790 92</u>

Recent Amendments and Interpretations, Unemployment Insurance Act and Regulations

Employers and workers will find the following items of interest in connection with unemployment insurance requirements. More detailed information, if required, may be obtained from any local office of the Unemployment Insurance Commission.

Sawmills.—Until recently employees of sawmills and planing mills which are not directly connected with logging operations have been insured persons, irrespective of the duration of the operations of such mills. On the other hand, employees of mills which are connected with logging have been insurable only if the mills operate in excess of thirty weeks in a year. To remove this anomaly a new Section 5B has been added to the Contribution Regulations, effective from September 22, 1945, under which all sawmills and planing mills will be subject to the thirty weeks' exception, irrespective of whether they are connected with logging operations, subject only to the following proviso: the exception does not apply to a sawmill or planing mill which is directly connected with a manufacturing plant. For example, if a sawmill is operated solely or mainly in connection with the manufacture of wooden boxes, employment in such sawmill is insured irrespective of the duration of its operations.

In other words, the basis of insurability will not be the ownership of the logs handled by the sawmill or planing mill, but simply the duration of the operations. For example, employees of custom sawmills are not insured from the date of this Regulation, September 22, 1945, unless the mill's operations exceed thirty weeks.

Professional Nurses.—Effective September 3, 1945, the provisions of the Act have been extended to cover employment as a professional nurse for the sick, other than a private duty nurse (i.e., a nurse employed by the individual patient, either in the home or in a hospital). The effect of this amendment will be to insure, for example, industrial nurses, school nurses and nurses employed in doctors' and dentists' offices, government departments, etc.

Transportation by Air.—Effective August 1, 1945, coverage of the Act has been extended to employment in transportation by air. Ground staffs of employers engaged in transportation by air were previously insured. This amendment insures also the employees en-

gaged in actual flying, unless they are otherwise excepted—for example, by the wage ceiling.

Rehabilitation.—Where an employer makes payment to a discharged person while the latter is receiving rehabilitation training on the job, unemployment insurance contributions are payable in respect of the amount of such payment regardless of the fact that the employer may be reimbursed either wholly or in part by the Government. Where the discharged person receives payment direct from the Government, no contribution is required in respect of that payment, even though the cheque may be sent in care of the employer. In this case the contribution will be based on the wages paid by the employer only.

Vacation Pay and Pay in Lieu of Notice.—

1. Where the employee has *not been separated* and has the right to return to his employment after a vacation with pay, or where he may be recalled to his employment during a vacation with pay, contributions are payable for the vacation period.

2. When an employee *is separated* from his employment, the separation being effective immediately, payment for any accrued vacation period must be added to his wages for the final period and contributions are payable in accordance with the increased amount. In some cases this will have the effect of changing the contribution class for the last pay period, but stamps are not required after the date of actual separation.

3. Where pay is given *in lieu of notice*, no contributions are required for the period of such notice and the amount paid is *not* added to the final payment for contribution purposes.

Holidays During Pay Period.—Employers are again reminded that:

1. Where a holiday *with pay* occurs in a pay period, a contribution is payable for that holiday.

2. Where a holiday *without pay* occurs in a pay period, a contribution is payable for that holiday *only* if the employee

(a) has *worked* on each working day in the pay period; or

(b) has been *paid* for each working day in the pay period.

3. A holiday is a day recognized as a holiday for the employee, either by the employer, by law or by general custom.

*Operations Branch, Unemployment Insurance Commission**

THE Administration of the Unemployment Insurance Commission is extended to three levels and is carried out at over 200 centres. The work is functionally divided into Administration, Employment and Insurance. This spread of activity makes it necessary for one Branch at Head Office to be responsible for establishing standard procedures, training staffs, and inspecting performance particularly at the local office level. The Branch charged with this responsibility is known as the Operations Branch. It is under one Chief who reports directly to the Chief Executive Officer of the Unemployment Insurance Commission.

The Operations Branch is composed of three Divisions, each with its own specific duties as described below.

Planning Division

The function of the Planning Division is to promote and maintain uniform methods and practices throughout the entire organization.

To do this job effectively it is necessary to have specialists in the fields of employment, insurance and administration, since these represent the three main interests of the Unemployment Insurance Commission. This Division undertakes all research work necessary in connection with these subjects whenever requested to do so by other Branches.

With the benefit of the experience of offices of all grades across the country, methods of operation are devised which are reviewed from time to time as conditions vary. Experiments and tests are carried out before recommendations are made. Some changes have been necessitated by the trend from a wartime to a post-war economy. Where the institution of a new procedure requires an extensive change in the physical layout of an office, these installations are made under the supervision of the Planning Division. An example of this is the installation in local offices of the method of self-registration, whereby applicants at local offices record the required data themselves, with guidance, instead of giving their answers orally to some one else who would record them.

Another measure in securing uniformity in office practice in the drafting and constant review by a forms expert in the Planning Division of all forms issued for use by Unemployment Insurance Commission offices.

With the same aim, all manuals and circulars of instruction to regional and local offices are drafted or edited by the Planning Division and the pertinent procedures checked.

This, broadly, represents the responsibilities of the Planning Division and it will be apparent that in its role of "clearing house", possible duplication of effort between Branches is eliminated.

Staff Training Division

All employees and particularly those new to a job have a right to expect training and guidance, not only before they assume their duties but also as a continuing process. As training is a right of the employee, it is at the same time a duty of management. To carry out this duty the Operations Branch has a Staff Training Division. This Division determines the training needs of all staff across the country and provides training material to meet these needs.

At each of the five regional administrative offices is a Staff Training Adviser whose responsibility it is to interpret to Head Office the needs of his region and to supervise the training programs. In the last analysis it is the responsibility of every local office manager and section supervisor to see that his staff receives training.

The Head Office Staff Training Division arranges Training Institutes where senior officials, including regional staff training advisers, receive training in specific subjects, and these people in turn hold area training schools where local office managers and others receive instruction. Ultimately, then, this training becomes a part of the daily training program in every local office. In this manner training in all activities of the Unemployment Insurance Commission is given to the employees.

Inspection Division

Having established the procedures and practices to be followed by regional and local offices and having provided the necessary training for the staff, there remains the need for assisting these offices to interpret the instructions correctly and for ensuring that regulations are being followed. To control this function the Operations Branch has an Inspection Division.

Every large local office in the country is to be visited at least once a year by a member of the staff of the Inspection Division. Many times there will be local conditions which present a problem in the interpretation of regulations and there will be the inevitable misunderstanding of instructions. During the inspection visits these difficulties are ironed out and the administration of the office made

easier. Between the travelling supervisors or inspectors and the managers of the local offices there is cultivated a cordial relationship in order that the office may benefit to the greatest possible extent by the advice of these officials

and that the maximum aid may be obtained from the inspection service.

*The above is the fourth article in the series dealing with the administration of unemployment insurance in Canada.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike, brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

As announced in the earlier issues, the selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B.12

(April 28, 1944)

The claimant became unemployed but did not file his claim for benefit immediately because he desired to obtain work in preference to receiving benefit. Subsequently he filed his claim for benefit asking that it be antedated—HELD: The claimant did not show good cause for his delay in making his application for benefit.

The material facts of the case are as follows:—

The claimant, a married man aged 35 years was employed by a war industry and voluntarily left his employment on September 4, 1943.

The reason given was that his wife, who resided in another town, was ill and he wished to be at home during her sickness. He did not file a claim for insurance benefit on leaving the place where he had been working nor did he file a claim in his home town until October 2. The reason the claimant gave for his delay in filing his claim was his desire to obtain work in preference to insurance benefit.

The Insurance Officer allowed the claim as from the date on which it was filed and refused the claimant's request for antedating to the date on which he left his employment.

The claimant appealed from this decision to a Court of Referees which, by a majority decision, upheld the decision of the Insurance Officer.

From this decision the claimant appealed to the Umpire.

DECISION

The Umpire's decision was that the request for antedating should be refused and gave as his reasons that:—

It would appear that sufficient grounds have not been given by the claimant for not making his claim at the earlier date. His statement that he preferred to obtain work in preference to benefits indicates that he knew he was entitled to make a claim for benefit but preferred not to do so and tried to obtain work. There appears to have been no lack of understanding by the claimant of the regulations governing claims.

CU-B.3

(June 11, 1943)

The claimant, an agricultural worker, was employed in an aircraft plant but subject to recall to farm employment under the provisions of the National Selective Service Civilian Regulations; his employment was terminated by a Selective Service Officer but he refused to accept employment on a farm—HELD: The claimant, without just cause, refused to apply for suitable employment.

The material facts of the case are as follows:

The claimant, a married man aged 38 years, was employed as a foreman on the maintenance staff of an aircraft company from September 9, 1942 to April 29, 1943.

Prior to his employment with the company, the claimant for four and a half years worked steadily as a farmer. On the National Selective Service record he personally registered as a farmer. On the records of the aircraft company he was also registered as a farmer. When

the claimant was given permission to leave farming operations and work with the aircraft company, his permit was of a temporary character in accordance with Order-in-Council 7595 and subject to revocation at any time by the officials of the National Selective Service, a condition which was or ought to have been known to the claimant at the time he received permission to be employed by the aircraft company.

On the 29th of April, 1943, his permit to work at the aircraft factory was revoked on account of the serious farm labour shortage and the claimant was requested to return to farm employment. Several offers of farm employment were made to the claimant which appear not to have entailed any sacrifice either physically or financially. The claimant refused to accept any employment on a farm, giving as one reason the condition of his health and in this regard produced a medical certificate as follows:—

“May 20th, 1943

“I have never attended the claimant for bronchial asthma. I can only go by the history he gives me. His general physical condition is very good at present, but no doubt he has periods during the year when he has asthmatic spells and dust may affect him. His family history is not good as he has had a sister and brother with T.B. I think he can do heavy work if kept in the open.

“(Sgd.)—M.D.”

It was alleged by the claimant that if he were to return to farm employment there would be hardship to his family consisting of his mother, wife and two children.

The claim was disallowed by the Insurance Officer on the ground that the agricultural employment offered to the claimant was suitable employment within the meaning of Section 43 (b) (ii) of the Act.

The claimant appealed from this decision to a Court of Referees which unanimously upheld the Insurance Officer's decision and disallowed the claim on the ground that this claimant's occupation should be considered that of an agricultural worker and as such he is therefore disqualified for benefits for refusing suitable agricultural employment.

From this decision the claimant (with the consent of the Chairman of the Court) appealed to the Umpire.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons that:

In accepting employment with the aircraft factory on September 9, 1942, the claimant did so on the very definite understanding that such employment was on a temporary permit given to him by officials of National Selective Service and same could be revoked when the occasion demanded it.

Such a situation arose on April 29 and the claimant was requested to go back to farming, which work he was evidently well qualified to perform.

Under these circumstances, it would appear that the employment offered to the claimant was suitable employment and within the meaning of the Act.

The claimant has been a contributor under the Unemployment Insurance Act during the whole time he was employed with the aircraft company and would be entitled to insurance benefit when unemployed.

Under the Act these rights are preserved to the claimant for a considerable length of time. If he returns in the near future from farming, which is not insurable, to an insurable occupation, he will immediately be entitled to such benefit as the Act gives to an insured person.

Labour Law

Labour Legislation in New Brunswick and Ontario in 1945

New Brunswick

THE New Brunswick Legislature, in session from February 20 to April 7, enacted new laws dealing with collective bargaining, the settlement of industrial disputes, and minimum wages, and amended Acts relating to mines and steam boilers.

Collective Bargaining

A new statute, the Labour Relations Act, 1945, which will come into force on Proclamation, deals with collective bargaining and conciliation in industrial disputes. The Labour and Industrial Relations Act, 1938, was repealed by a separate Act which also will come into force on a date to be proclaimed.

The new Act is much like the Dominion Wartime Labour Relations Regulations (P.C. 1003), February 17, 1944 (L.G., Feb., 1944, p. 136). "Employer" is defined to exclude the Crown or any agent of the Crown or any Commission or other body which is an administrative unit of the Province. A "trade union", as in the Dominion Regulations, is defined as a provincial, national or international employees' organization or a local branch chartered by, and in good standing with, such an organization.

The Act declares the right of employers and employees to join, and to participate in the lawful activities of, their organizations, and provides for election or appointment of representatives of employees for the purpose of collective bargaining and for their certification by the Labour Relations Board which is to be appointed under the Act and which is to consist of a chairman and two or more members appointed by the Lieutenant-Governor in Council and to hold office during pleasure.

Where bargaining representatives have been certified they may give the employer or the employer may give them ten days' notice of the opening of negotiations for a collective agreement. The parties must negotiate in good faith with each other and make every reasonable effort to conclude an agreement. Bargaining representatives may be accompanied during negotiations by the officers or agents of the trade union or employees' organization concerned.

Provision is made for the appointment by the Minister of conciliation officers and boards to investigate and try to settle disputes, and a strike or lockout is prohibited until 14 days after a conciliation board has made its report to the Minister.

A collective agreement is to be in force for not less than one year but may be terminated at any time after one year on two months' notice by either party. During the two months' period negotiations may be carried on for the renewal of the agreement.

Where an employee alleges a violation or misinterpretation of an agreement, the matter is to be submitted for settlement in accordance with the procedure established by the agreement, if any, or the procedure established by the Board. Every collective agreement made after the Act comes into force must contain a provision for the settlement of such grievances, on application of either party, without stoppage of work. Where an agreement does not provide for appropriate grievance procedure the Board may, on application, make an Order establishing such procedure.

An employer is forbidden to dominate or interfere with a trade union or employees' organization or to contribute financial support to it but he may permit an employee or the representative of a trade union or employees' organization to confer with him or to attend to the business of the organization or union during working hours without deduction from wages for the time thus spent. Employers and their organizations are also forbidden to discriminate against any person for membership in a trade union or employees' organization, to impose any condition in a contract of employment seeking to restrain an employee from exercising his rights under the Act, or to seek by intimidation or threat or by imposing a penalty or by other means to prevent an employee from becoming or continuing to be a member of a trade union or employees' organization or from exercising his lawful rights. Nothing in the Act is to interfere with the right of an employer to suspend, lay off, transfer or discharge employees for cause.

No person may use coercion or intimidation to compel or influence a person to join a trade union or employees' organization but this provision is not to be construed to prohibit the inclusion of any provision, in a collective agreement. Except with the consent of the employer, no trade union or employees' organization and no person authorized by it may attempt, at the employee's place of employment, during his working hours, to persuade an employee to join the union or organization. No such union, organization, or person may participate in or interfere with the formation or administration of an employers' organization or may support, encourage, condone or engage in a "slowdown" or other activity designed to limit or restrict production. The latter provision is not to limit a trade union's legal right to strike, and "slowdown" does not include any thing required by a collective agreement for the safety and health of employees.

An employer who is a party to a collective agreement may not declare or cause a lock-out and an employee who is bound by such agreement may not go on strike during the term of the agreement. Where a dispute has arisen over a change in the existing terms of employment proposed by an employer the employer may not, without the consent of the employees, make the change effective except on two months' notice. The Act is not to be interpreted to prohibit the suspension or discontinuance of an industry or of the working of any persons in it for a cause not constituting a lockout or strike.

Each party to a collective agreement must file a copy of the agreement with the Board of Industrial Relations. The Board may require any employers' or employees' organization or trade union affected by an application for certification of bargaining representatives or by an existing collective agreement to file with the Board a copy of its constitution and by-laws, a statutory declaration of the names and addresses of its officers, and a copy of its financial statement. A copy of the latter must be furnished to any member of the organization on request.

No person may act as a member of a conciliation board who has any pecuniary interest in the matters referred to the board or who is acting or who has acted, within six months before his appointment, in the capacity of solicitor, legal adviser, counsel, or paid agent of either of the parties.

The penalties for violation of the Act and Regulations are the same as those provided under the Dominion Wartime Labour Relations Regulations. No prosecution under the Act may be instituted except with the consent

of the Board, as shown by a certificate of the Chairman, and, in exercising its discretion as to giving its consent, the Board may take into consideration disciplinary measures which may have been taken by an employers' or employees' organization or trade union against the accused.

Minimum Wages

The Minimum Wage Act, which will come into force on Proclamation, will continue in effect all existing Orders made under the Fair Wage Act, 1936, and under the Labour and Industrial Relations Act, 1938. The Labour and Industrial Relations Act repealed the Fair Wage Act and was itself repealed by a 1945 Act which will come into force on Proclamation.

The Minimum Wage Act is along the lines of the Minimum Wage legislation of other provinces and applies to both men and women. It applies to every person employed in any trade, industry, or business to do any work for hire or reward, but does not apply to officers or persons employed in a confidential capacity, nor to agricultural or domestic workers, nor to persons employed by or under the Crown.

Provision is made for a Minimum Wage Board of three or more persons appointed by the Lieutenant-Governor in Council and equally representative of employers and employees, with an impartial chairman. The members of the Board are to hold office during pleasure and are to be paid their travelling expenses and a per diem allowance on attendance at meetings.

The Board has power to conduct investigations and hold conferences to ascertain the wages, hours and conditions of labour and employment in any trade, and may make Orders establishing minimum rates of wages, the maximum number of hours for which such wages shall be paid, rates for overtime and part-time employees and for handicapped workers and learners. The Board may also fix the intervals at which wages shall be paid, and the rate which an employer may charge for board and lodging. The Board may make different Orders for different establishments in the same trade, may make Orders which are general or particular in their application, establish different minimum rates of wages to be paid by different classifications of employers to different classifications of employees in any trade, and may make its Orders applicable to all, or any part or parts, of the Province. The Board may suspend, cancel, vary, or revise any Order. No Order may be varied by individual agreement nor, except with the authorization of the Minister of Labour, by collective agreement.

Unlike the law in other provinces, the New Brunswick Act makes the Board's Orders subject to review by the Minister. In Manitoba and Quebec they may be amended by the Lieutenant-Governor in Council.

Employers may be required to file with the Minimum Wage Inspector a statement of the names, addresses and ages of employees, their duties, hours of work per day and per week, rate of wages, agreements with their employees as to wages, hours, or working conditions, and such other information as may be required. Employers must keep records, containing the above information, which are to be available for examination by an inspector. Unless otherwise directed by the Board every employer must keep posted in one or more conspicuous places on his premises copies of any Order of the Board affecting his establishment.

An employer who contravenes an Order of the Board is liable to a penalty not exceeding \$100 for each employee affected and in default of payment to imprisonment for not more than one month. In addition, he may, on conviction, be ordered to pay each such employee the difference between the wages paid and the amount to which the employee was entitled. An employee paid less than the minimum rate may recover the difference as a debt due him by the employer. It is an offence under the Act to attempt by intimidation or threat to prevent an employer or employee from lodging a complaint or taking part in any investigation or proceeding under the Act, to hinder or obstruct an inspector or a mem-

ber of the Board in the discharge of his duty, or to violate or fail to comply with any provision of the Act. Every person guilty of an offence for which no other penalty is provided is liable to a fine not exceeding \$100 and in default of payment to imprisonment for not more than 30 days.

Mines

The Mining Act was amended to prescribe additional safety measures in the handling and use of explosives and to require the system of transmitting signals to be approved by the Inspector of Mines.

Steam Boilers

Amendments in the Steam Boiler and Pressure Vessel Act, which will come into force on Proclamation, provide for one or more boiler inspectors to perform such duties as may be prescribed by the Regulations.

Co-operative Associations

Changes in the Co-operative Associations Act enable an association to hold shares in other similar organizations, to carry on, encourage and assist in educational and advisory work relating to co-operatives, and to acquire, establish and operate a library, rest-room, club-room or other public hall. No association may construct or operate a railroad or telegraph line, carry on insurance business, except as an agent or broker, or carry on the business of a trust or loan company.

Ontario

Two sessions were held by the Ontario Legislature this year, the first from February 15 to March 24, when the Legislature was dissolved, and the second from July 16 to July 20. During the first session amendments were made in the Workmen's Compensation Act and the Fire Departments Act. At the second session a law providing for veterans' housing was passed and the school law was amended.

Workmen's Compensation

An amendment in the Workmen's Compensation Act which is effective as of April 6, 1944, the date when the 1944 amendment went into force, merely clarifies a section of that amendment to protect employers, if found negligent, who pay assessments and those who are individually liable to pay compensation, against liability in a third party action brought by a workman, or the dependent of a workman, of an employer in either Schedule 1

or Schedule 2. The provision is made applicable to an action brought by the Workmen's Compensation Board in a case where the workman or his dependent elected to claim compensation and not to bring an action. In both cases, the portion of damage is to be determined for which the employer of the workman in Schedule 2 is liable, or, in the case of an employer in Schedule 1, the portion for which liability rests on the workman or his employer or on any other employer or workman in Schedule 1.

The authority given the Board to arrange for superannuation allowances for its employees was extended to cover such allowances for the members of the Board.

The sections of the Act relating to Regulations were brought into conformity with the Regulations Act, 1944. The Board has the same authority to make Regulations as formerly but such Regulations are subject in all cases to approval by the Lieutenant-Governor

in Council. A revision of Schedule 1 of the Act approved by the Lieutenant-Governor in Council on November 21, 1944, was ratified.

Hours of Labour in Fire Departments

The Fire Departments Act was amended to enable any municipality to adopt the three-platoon system under which each platoon works eight consecutive hours followed immediately by sixteen consecutive hours off duty, the platoons to rotate in their periods of duty or time off as may be arranged for the purpose of changing shifts every seven days. Nothing in the Act is to prohibit any municipality from granting more than one day off duty in every calendar week.

School Attendance—Employment of Young Persons

An amendment in the Adolescent School Attendance Act enables the Minister of Educa-

tion, with the approval of the Lieutenant-Governor in Council, to make Regulations providing for the issuing of home permits and employment certificates.

Housing

The Veterans' Housing Act, 1945, enables any city, town, village or township to enter into agreements with the Dominion Government or with any corporation acting on its behalf for the erection of houses or housing accommodation for veterans who have seen service outside Canada, and for their dependents, on land vested in the Dominion Government and situated in the municipality.

Amendments in the Companies Act, the Insurance Act, and the Loan and Trust Corporations Act enable companies within the scope of those Acts to undertake housing projects under the National Housing Act.

Recent Regulations Under Dominion and Provincial Legislation

PERSONS in the Armed Forces who proceeded overseas to Europe and to the Eastern theatre of war after VE Day (May 8, 1945) and VJ Day (August 15, 1945) respectively, or whose service on the high seas began after those dates, have been declared to be ineligible for veterans' preference in appointments to the Civil Service.

In Alberta a mother will be paid an allowance until the end of the school year in respect to a child who becomes 16 after August 31 and is attending school. In British Columbia the eight-hour day and 48-hour week provisions of the Hours of Work Act now apply to the lumbering industry in all parts of the province. Female employees in the hotel and catering industry may no longer begin or finish a working shift between 12 midnight and 6 a.m. In Ontario the Hours

of Work and Vacations with Pay Act will be applied to essential and war industries beginning November 1, and employers, for the period between November 1 and December 31, 1945, may adopt one or more overtime periods without written consent of the Industry and Labour Boards, provided no more than 30 hours of overtime are worked during that time. Veterans who are entitled to medical care at the expense of the Dominion of Canada are now exempt from the medical care provisions of the Ontario Public Health Act Regulations dealing with camps in unorganized districts. The Prince Edward Island Apprenticeship Act has been proclaimed in force. In Saskatchewan the Minimum Wage Act now applies to towns of populations between 500 and 1,000.

Dominion

Veterans' Preference

Persons in the Armed Forces who proceeded overseas to Europe after VE Day (May 8, 1945), to the Eastern theatre of war after VJ Day (August 15, 1945) or whose service on the high seas began after those dates, are not eligible for veterans' preference in appointments to the Civil Service, (L.G. 1945, p. 1205) according to an Order in Council (P.C. 20/6173 of September 21, 1945, gazetted October 1.

Other Orders: The following Orders have been summarized elsewhere in this issue:

P.C. 5878 revoking the National Selective Service Mobilization Regulations regarding university students; P.C. 5933 amending the Post Discharge Re-establishment Order; P.C. 6481 and 6524, P.C. 6557, and P.C. 6558 appointing Controllers for the Burns and Company, Swift Canadian Company and Canada Packers plants; P.C. 6482 authorizing the appointment of Industrial Disputes Inquiry Commissions to investigate situations likely to interfere with the transition to a peacetime economy; and P.C. 6493 authorizing the continuance of the provision of living and eating facilities for longshoremen at Halifax.

Provincial

Alberta Mothers' Allowance Act

An Order in Council of October 2, 1945, gazetted October 15, amends the section of this Act which provides that payments may be continued until the end of a school year in respect to a child who reaches the age of 16 after the opening of the December school term if the child is attending school and making satisfactory progress (L.G. 1943, p. 853). Henceforth, payments will be continued until the end of the school year for a child who reaches the age of 16 after August 31. Change of the date is necessary because of schools opening later than September 1, the beginning of the December term, during the war period. It is proposed to ratify the amendment at the next session of the Legislature.

British Columbia Hours of Work Act

Regulation 30 issued by the Board of Industrial Relations on September 24, effective October 31, 1945, revokes two regulations, No. 1 (L.G. 1934, p. 641) and No. 26 (L.G. 1938, p. 405), which had permitted the working of a nine-hour day and 54-hour week in the lumbering industry east of the Cascade Mountains. The normal limits imposed by the Act, an eight-hour day and 48-hour week, now apply to the lumbering industry in all parts of the province.

British Columbia Female Minimum Wage Act

Order 52 governing the hotel and catering industry (L.G. 1945, pp. 915-916) has been amended by Order 52Q to provide that no female employee shall begin or finish a working shift between 12 midnight and 6 a.m. Continuous employment between those hours is still permissible, however. The amendment issued September 24 was to go into effect on November 1, 1945, but its introduction has been postponed for a month, to give the Board of Industrial Relations more time to study the evidence presented by representatives of employers and employees.

The Female Minimum Wage Act gives the Board of Industrial Relations power to limit the hours of work of women and to prescribe their periods of work. This power has been used with respect to industries which are not within the scope of the Hours of Work Act.

British Columbia Shops Regulation and Weekly Half-Holiday Act

An Order of October 5, 1945, gazetted October 11, replaces the Order of July 17, 1945, (L.G. 1945, pp. 1350-51), which exempted

motor-vehicle "shops" in Prince Rupert from the weekly half-holiday fixed by municipal by-law provided the stores closed at 1 p.m. on Saturdays, not re-opening until Monday morning, and that no employee worked later than 1:30 p.m. on Saturday except for emergency repairs.

The only change made by the new Order is the absence of a stipulation in the July Order that shops not closing at 1 p.m. on Saturday were not to be considered as being exempted from the weekly half-holiday requirement.

Ontario Hours of Work and Vacations with Pay Act

For the period between November 1 and December 31, 1945 an employer may adopt one or more overtime work-periods in his industrial undertaking without the written consent of the Industry and Labour Board provided the overtime is not more than 30 hours in that period, according to an amendment made by Order in Council to the Regulations under this Act on September 25, gazetted October 20. The unamended Regulations stipulate that written consent is needed and the limit to overtime is 120 hours a year (L.G. 1944, pp. 1180-81). The Act which had not been applied during the war to essential and war industries recently was declared to apply to these industries beginning November 1, 1945.

Ontario Public Health Act

The regulations under this Act respecting camps in unorganized districts issued in 1938 (L.G. 1938, p. 1096) amended in 1941, and published as Regulation 14 in 1944 under the Regulations Act, were amended by an order of September 25, 1945, gazetted October 6.

Henceforth an employer operating a standard camp is not required to provide a workman with medical, surgical and hospital care if the workman is a war veteran and gives notice in writing that he is entitled to such care at the expense of the Dominion of Canada for a stated period of time and disclaims any right to the care which the employer ordinarily must provide. No wage-deduction for medical care and treatment in such a case may be made and the written notices may be inspected by the contract physician or a health officer.

Another amendment exempts an employer from the provisions requiring him to enter into a sanitation contract if his camp is in a locality forming part of a health unit.

Prince Edward Island Apprenticeship Act

This Act, passed in 1944, (L.G. 1944, pp. 1552-53), was proclaimed in force from November 1, 1945, by an Order in Council of October 5, gazetted October 13. Similar to statutes enacted in other provinces, the Act provides for the appointment of a Director of Apprenticeship, a Provincial Apprenticeship Committee of five members, and at present applies to the building trades set out in the schedule to the Act. The Lieutenant-Governor in Council may add trades to the Schedule or withdraw others, on recommendation of the Minister.

Saskatchewan Minimum Wage Act

The above Act now applies to towns with a population of between 500 and 1,000, as a

result of a Minimum Wage Board Order of September 14, 1945, approved by an Order in Council gazetted October 1. In November, 1944, the Act had been extended to apply to all towns with a population of 1,000 or more (L.G. 1944, pp. 1556-1558).

Effective October 15, the provisions of the Act will apply to the towns of Arcola, Big River, Bienfait, Blaine Lake, Broadview, Bruno, Cudworth, Duck Lake, Davidson, Eastend, Eston, Foam Lake, Fort Qu'Appelle, Grenfell, Gull Lake, Herbert, Hudson Bay Junction, Kelvington, Kerrobert, Kindersley, Kinistino, Leader, Meadow Lake, Outlook, Ponteix, Prelate, Qu'Appelle, Radville, Star City, Sutherland, Shellbrook, Unity, Wadena, Wakaw, Watson, Whitewood, Wolseley, and the area within a five-mile radius of each.

Child Labour Clinics in United States

"Child Labour Clinics", employers' conferences to discuss the employment of children, are an interesting experiment encouraged by the United States Children's Bureau to assist employers in obtaining information and an understanding of the Federal and State Child Labour Laws and their purpose. Conferences have been held in many cities in 1945. Locally, the meetings are usually sponsored by the Chamber of Commerce or some other group of employers. In some cases, service groups either sponsored the meeting or joined with the Chamber of Commerce in sponsoring it. Officers of State Departments of Education and Labour and of the United States Employment Service usually attend; in some places local trade unions participate.

The conference opens with short speeches by a representative of the Federal Department of Labour who explains the provisions of the Fair Labour Standards Act, which fixes a minimum age of 16 in industries producing goods for interstate shipment, and of the Public Contracts Act, which establishes minimum ages of 16 for boys and 18 for girls in all

work carried out in accordance with Federal Government contracts. The speakers show the great increase in juvenile employment during the war, including a considerable rise in illegal employment. Provisions of State laws and the procedure necessary to obtain employment certificates are explained by representatives of the State Labour and Education Department.

Emphasis is placed on the large number of young people leaving school and frequently a plea is made for sending back to school those who would profit from longer school attendance. The greater part of the conferences, however, are devoted to questions and answers, but the identification of any firm is not permitted. It is not the purpose of a conference to get information on which to base inspection or prosecution.

As regards results, the United States Children's Bureau believes that the Child Labour Clinics "have been well worth while and have demonstrated a very effective educational technique in administration of Child-Labour Laws."

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment in Canada.

The employment situation at the beginning of September, 1945, as reported by employers.—Following the successful conclusion of the European and Pacific wars the industrial situation throughout Canada showed extremely marked changes at the beginning of September. The cancellation of orders for munitions produced the anticipated large contractions in certain branches of manufacturing. The increased employment in the other manufacturing and non-manufacturing industries fell far short of the reductions made by industries formerly wholly or partly employed on war work. There was a reduction of 23,820 persons as compared with August 1, in the staffs of the 15,496 establishments furnishing monthly data to the Dominion Bureau of Statistics. This loss of 1·3 per cent lowered the general index number of employment from 175·0 a month earlier to 172·6 which was lower than that in any preceding month since June 1, 1942. As compared with September 1, 1944, there was a falling off of seven per cent.

The weekly average per capita earnings fell from \$32.09 at August 1, to \$32.04 at September 1. The weekly average at September 1, 1944, was \$31.69.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit increased sharply during September, the number being 40,473, as against, 20,557 during August and 3,715 in September, 1944.

Report on employment conditions, October, 1945.—At October 18, the manpower requirements of Canadian industries, exclusive of agriculture, totalled 140,430 (107,012 men and 33,418 women). In spite of the greatly increased labour needs of the logging industry, there was a decline of 17,000 in the overall demand during the four-week period

from September 20 to October 18. The supply of available labour, as indicated by the number of unplaced applicants registered at employment offices, continued to increase, and at October 19, totalled 140,147 (106,085 men and 34,062 women).

Applications for Employment; Vacancies and Placements; September, 1945.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the four-week period August 31 to September 27, 1945, showed a fairly substantial gain in the average number of placements made daily when compared with the previous four weeks and a moderate loss when compared with the four-week period September 1 to September 28, 1944. Under the first comparison, all industrial groups except agriculture registered increases, the most pronounced being in manufacturing, forestry and logging, construction and trade. In comparison with the four-week period September 1 to September 28, 1944, the most noteworthy changes were a substantial reduction in manufacturing, more moderate declines in services and trade and a marked improvement in construction. During the period under review there were 211,149 vacancies reported 236,712 applications for employment and 125,833 placements in regular and casual employment.

Unemployment in Trade Unions.—The percentage of unemployment among trade union members increased to 1·4 at the close of the quarter ended September 30. At the end of the previous quarter the percentage was 0·5 and at the end of September, 1944, was 0·3.

The June, 1945, figure was based on reports received from 2,238 local labour organizations having a total membership of 414,150.

The September, 1945, figure was the highest since February, 1943, when it stood at 1·5. It was based on reports received from 2,307 local labour organizations, having a total membership of 377,495, of whom 5,398, or 1·4 per cent were without work.

The Employment Situation at the Beginning of September, 1945, as Reported by Employers

FOLLOWING the successful conclusion of the European and Pacific Wars, the industrial situation throughout the Dominion showed extremely marked changes at the beginning of September. The cancellation of orders for munitions produced the anticipated large contractions in certain branches of manufacturing; the general trend in the remaining manufacturing groups and in the non-manufacturing industries was favourable, but the increases in the numbers employed therein fell far short of the declines reported by factories formerly engaged largely, or wholly, on war work.

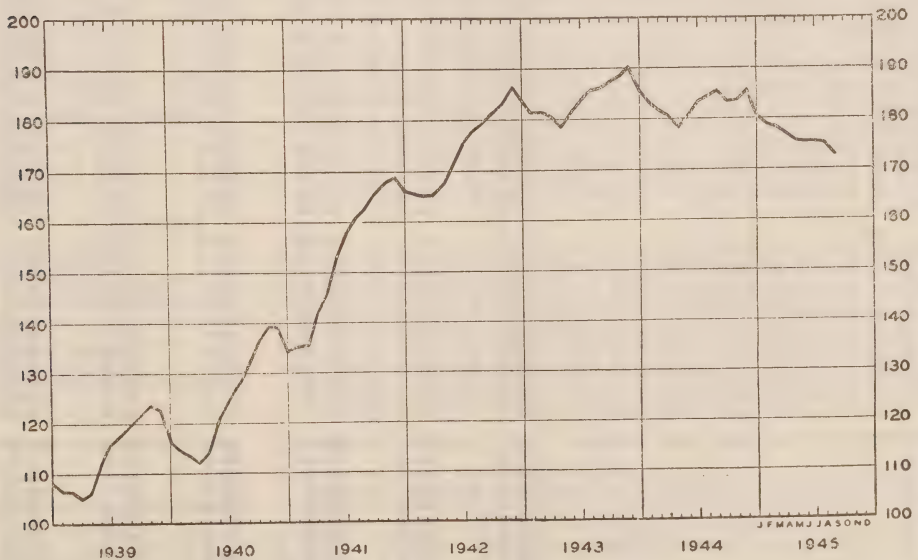
As a result, there was a reduction of 23,820 persons as compared with August 1 in the staffs of the 15,496 establishments furnishing monthly data to the Dominion Bureau of Statistics. This loss of 1.3 per cent lowered the general index number of employment, based on the 1926 average, from 175.0 in the preceding return, to 172.6 at the date under review; it was then lower than in any preceding month since June 1, 1942, although it was otherwise the highest in the record, exceeding by 44.3 per cent the September 1, 1939 index of 119.6. As compared with September 1, 1944, there was a falling-off of seven per cent. The maximum index in the record was that of 190.5 at December 1, 1943.

The reduction in employment at the beginning of September was at variance with the trend usually indicated at that date in earlier years of the record. The seasonally-corrected index accordingly declined, falling from 170.3 at August 1 to 165.9 at the beginning of September.

The recession in manufacturing involved the release of rather more than 29,000 persons from the staffs of the co-operating plants; this was a contraction of 2.7 per cent, a loss which has rarely been exceeded in any preceding month of the record. In the production of durable manufactured goods, the reported curtailment in production resulted in the release of 30,460 men and women, or 5.5 per cent of the recorded personnel. Of the former number, 26,830 workers were dismissed in the iron and steel manufacturing division, while some 3,200 were laid off in the non-ferrous metal product group. In the non-durable manufactured goods industries, the trend, except in the production of chemicals and rubber goods, was generally upward, there being widely dispersed but rather moderate increases in a considerable number of industries. The largest gains were those of 1,549 employees in textiles, and 2,041 persons in animal food products. The gain in the latter was largely due to the resumption of work

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



on a more normal scale following an industrial dispute. In spite of the decline of 5,250 workers in chemical manufacturing, there was an increase of 1,165 persons in the non-durable manufactured goods taken as a whole. This advance was relatively slight, amounting only to 0.2 per cent; it was nevertheless significant as indicative of a movement which will assume increasing importance as labour and materials become available for the greater production of civilian goods.

Among the non-manufacturing industries, logging and mining were quieter; the losses were of a contra-seasonal character, but repeat the reductions indicated at September 1 in the last two or three years. In the remaining non-manufacturing industries — communications, transportation, construction and maintenance, services and trade—there was general but not particularly marked expansion. The greatest

gain was that of nearly 3,800 persons in construction, where the advance was at variance with the usual trend at the beginning of September.

Payrolls

The firms co-operating in the latest survey of employment and payrolls reported the disbursement of weekly salaries and wages aggregating \$56,530,026, as compared with \$57,389,540 at the beginning of August. This was a decrease of 1.5 per cent, slightly exceeding the general loss of 1.3 per cent in the personnel with the result that the per capita weekly earnings declined, falling from \$32.09 at August 1, to \$32.04 at September 1. At the beginning of September in earlier years for which information is available, the averages were as follows: 1944, \$31.69; 1943, \$31.30; 1942, \$29.29; 1941, \$26.04.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision).

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	32.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	32.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.02
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.2	32.88
July 1.....	114.9	144.5	32.32	123.3	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.0	140.8	32.04	118.2	148.0	32.55

During the last 12 months, the reduction of seven per cent in employment in the eight leading industrial groups has been accompanied by that of 5.9 per cent in the amounts paid in weekly salaries and wages. It is interesting

to note, however, that the average earnings per person in recorded employment continued somewhat higher, the September 1, 1945, per capita figure exceeding 5.1 per cent that indicated a year ago.

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at September 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees. Together With Index Numbers of Employment and Payrolls as at September 1 and August 1, 1945 with Comparative Figures for September 1, 1944, where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Sept. 1, 1945	Aggregate Weekly Payrolls at Sept. 1, 1945	Per Capita Weekly Earnings at			Index Numbers of								
						Employment			Aggregate Weekly Payrolls					
			Sept. 1, 1945	Aug. 1, 1945	Sept. 1, 1944	Sept. 1, 1945	Aug. 1, 1945	Sept. 1, 1944	Sept. 1, 1945	Aug. 1, 1945	Sept. 1, 1944			
(a) PROVINCES		\$	\$	\$	\$									
Maritime Provinces.....	133,004	4,024,855	30.26	30.66	30.11	113.6	115.7	121.1	157.5	162.2	167.2			
Prince Edward Island.....	2,705	72,998	26.99	25.57	26.78	122.5	119.4	125.5	156.3	144.3	159.3			
Nova Scotia.....	79,360	2,468,243	31.10	31.51	31.83	112.6	114.9	118.6	155.5	160.8	168.0			
New Brunswick.....	50,939	1,483,614	29.13	29.58	27.71	115.3	117.3	125.1	160.9	166.2	166.2			
Quebec.....	531,694	16,442,472	30.92	31.02	30.09	113.2	115.4	127.1	146.5	149.9	159.9			
Ontario.....	723,963	23,449,233	32.39	32.55	32.65	108.2	110.3	115.6	129.4	132.5	139.2			
Prairie Provinces.....	203,753	6,656,167	32.67	31.99	31.46	114.7	115.0	117.1	142.7	149.0	140.4			
Manitoba.....	92,968	3,025,633	32.53	31.88	30.94	112.9	113.3	114.9	138.4	136.1	134.0			
Saskatchewan.....	41,065	1,290,344	31.42	30.48	30.04	111.9	113.3	114.2	139.5	137.0	136.4			
Alberta.....	69,690	2,340,190	33.58	33.03	32.99	118.9	118.1	121.9	150.6	147.3	151.7			
British Columbia.....	172,207	5,957,299	34.59	34.79	34.45	136.1	133.5	139.4	166.5	164.2	170.0			
CANADA.....	1,764,621	56,530,026	32.04	32.09	31.69	113.0	114.6	121.5	140.8	143.0	149.6			
(b) CITIES														
Montreal.....	262,518	8,399,884	32.00	32.09	32.03	119.9	121.8	132.0	150.6	153.4	165.7			
Quebec City.....	30,848	899,255	29.15	29.73	30.54	128.6	135.3	165.6	178.8	191.9	244.8			
Toronto.....	237,785	7,757,658	32.62	32.71	32.33	117.3	117.8	129.2	142.6	143.5	155.3			
Ottawa.....	20,801	587,970	28.27	28.26	27.57	104.1	105.4	113.5	127.2	128.9	135.3			
Hamilton.....	55,669	1,804,694	32.42	33.33	32.78	104.3	107.2	111.4	122.7	129.7	132.7			
Windsor.....	35,610	1,412,653	39.67	38.70	43.44	112.4	116.5	125.4	118.0	119.3	143.2			
Winnipeg.....	59,330	1,773,934	29.90	29.07	28.52	114.5	114.6	117.0	135.0	131.4	131.7			
Vancouver.....	82,985	2,768,917	33.37	34.19	33.80	161.9	163.0	167.3	204.1	210.7	214.8			
Halifax.....	23,947	714,446	29.83	29.75	30.22	136.4	141.6	134.5	179.1	185.8	172.0			
Saint John.....	12,886	375,948	29.17	29.70	28.40	123.1	117.6	126.8	168.9	164.0	168.4			
Sherbrooke.....	8,972	230,579	25.70	26.10	25.42	101.9	104.6	106.4	124.9	130.2	127.6			
Three Rivers.....	9,432	273,287	28.97	29.36	28.62	118.2	123.0	132.9	134.3	147.4	150.3			
Kitchener-Waterloo.....	16,826	501,930	29.83	29.83	29.42	112.9	114.7	111.7	147.3	149.8	142.5			
London.....	21,325	644,052	30.20	30.42	29.49	119.6	120.7	121.9	142.9	145.3	141.5			
Fort William-Port Arthur.....	11,017	375,251	34.06	37.00	38.28	78.0	104.0	117.6	99.3	143.8	166.4			
Regina.....	9,917	275,008	27.73	27.64	27.44	109.5	108.5	106.2	132.3	130.6	126.9			
Saskatoon.....	6,304	169,372	26.87	26.24	26.19	126.6	131.8	122.4	154.4	157.0	140.5			
Calgary.....	17,946	564,298	31.44	31.39	30.37	116.4	116.9	120.7	137.5	137.8	141.3			
Edmonton.....	17,043	507,199	29.76	29.33	29.37	125.6	127.3	138.7	154.4	154.1	166.9			
Victoria.....	14,762	482,672	32.70	32.10	33.34	174.8	181.0	170.0	228.9	232.7	224.0			
(c) INDUSTRIES														
Manufacturing.....	1,042,923	33,945,068	32.55	32.73	32.55	118.2	121.5	134.6	148.0	152.9	168.6			
Durable Goods.....	520,940	18,356,515	34.67	35.67	35.82	122.1	129.2	150.5	153.6	164.5	192.3			
Non-Durable Goods.....	501,217	14,824,057	29.58	29.32	28.40	114.7	114.5	120.5	143.0	141.4	144.3			
Electric Light and Power.....	20,766	764,496	36.81	36.80	36.88	108.7	107.3	100.5	123.9	122.2	114.9			
Logging.....	54,787	1,504,657	27.47	27.07	27.29	114.6	115.7	97.9	158.2	157.5	134.4			
Mining.....	67,881	2,615,682	38.53	38.93	38.25	81.4	81.8	86.0	99.5	101.0	104.4			
Communications.....	33,072	1,049,938	31.75	31.16	30.76	127.0	125.3	116.4	148.9	144.2	132.2			
Transportation.....	165,809	6,397,754	38.59	38.38	36.72	129.9	129.4	125.6	156.1	154.6	143.8			
Construction and Maintenance.....	156,691	4,776,438	30.48	29.91	28.44	88.0	85.8	94.1	117.6	112.6	117.2			
Services.....	53,210	1,052,559	19.78	19.74	19.29	124.7	123.6	121.2	154.0	152.5	143.1			
Trade.....	190,268	5,187,930	27.27	27.35	26.45	104.6	109.3	103.3	127.3	127.2	117.0			
Eight Leading Industries.....	1,764,621	56,530,026	32.04	32.09	31.69	113.0	114.6	121.5	140.8	143.0	149.6			
Finance.....	67,318	2,257,052	33.53	33.54	32.53	112.0	112.0	108.6	130.2	130.3	122.6			
Total—Nine Leading Industries.....	1,831,939	58,787,078	32.09	32.14	31.72	113.1	114.5	121.0	140.4	142.4	148.5			

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

If the statistics for the finance group are included with those just given for the eight leading industries, the survey shows that the number in recorded employment at September 1 was 1,831,939, as compared with 1,855,760 at August 1. The latest aggregate of weekly payrolls was \$58,787,078, considerably lower than the total of \$59,647,741 disbursed at August 1. The average earnings in the nine leading industries were \$32.09, as compared with \$31.14 at August 1, 1945, and \$31.72 at September 1, 1944.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the 20 leading industrial cities, and gives comparisons as at August 1, 1945, and September 1, 1944. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1941.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941 as 100. To facilitate

comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941 as 100. Table I indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 13 per cent, while the aggregate weekly payrolls of these workers are higher by 40.8 per cent. Including finance, the gain in employment from June 1, 1941 to September 1, 1945, amounted to 13.1 per cent, and that in payrolls, to 40.4 per cent. The explanation given previously for the relatively greater rise in the salaries and wages than in the numbers employed may again be stated:— (1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average, in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incor-

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1929.....	126.8	127.3	.....	.....	.....	120.5	126.9	143.3	.....	.....	.....	121.5
Sept. 1, 1930.....	116.6	122.5	.....	.....	.....	113.6	113.6	129.8	.....	.....	.....	114.6
Sept. 1, 1931.....	107.1	102.7	.....	.....	.....	109.8	100.7	130.0	.....	.....	.....	96.6
Sept. 1, 1932.....	86.0	87.8	.....	.....	.....	85.3	85.1	91.6	.....	.....	.....	82.8
Sept. 1, 1933.....	88.5	91.5	.....	.....	.....	87.0	88.1	90.7	.....	.....	.....	89.2
Sept. 1, 1934.....	98.8	101.8	.....	.....	.....	95.4	103.3	92.9	.....	.....	.....	96.2
Sept. 1, 1935.....	102.7	107.0	.....	.....	.....	99.3	103.9	100.5	.....	.....	.....	108.0
Sept. 1, 1936.....	107.1	114.4	.....	.....	.....	103.0	108.1	107.4	.....	.....	.....	109.3
Sept. 1, 1937.....	123.2	135.4	87.9	133.5	140.5	124.5	125.0	109.4	100.2	128.3	110.0	121.2
Sept. 1, 1938.....	115.1	113.2	112.7	122.2	102.4	118.1	115.0	112.2	100.6	136.2	114.2	112.0
Sept. 1, 1939.....	119.6	116.4	111.6	125.6	105.3	128.5	116.2	114.0	104.2	128.9	119.2	116.6
Sept. 1, 1940.....	131.6	127.3	117.0	136.7	116.4	136.4	134.8	117.0	109.1	119.3	127.8	126.7
Sept. 1, 1941.....	162.7	164.1	130.2	182.1	143.8	169.9	169.0	136.1	130.5	132.2	147.5	149.8
Sept. 1, 1942.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	143.1	137.8	138.8	154.0	179.4
Sept. 1, 1943.....	186.2	187.8	124.5	210.2	163.4	200.7	186.1	145.3	139.1	137.7	159.9	198.3
Sept. 1, 1944.....	185.5	184.5	134.4	195.2	168.8	200.0	186.5	150.3	143.3	145.5	164.0	188.1
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Feb. 1.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Mar. 1.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
April 1.....	176.9	180.5	121.0	192.3	169.2	185.2	183.0	141.2	137.3	132.2	153.2	172.4
May 1.....	175.5	183.1	113.9	196.7	170.1	184.9	180.1	139.3	135.2	132.0	150.3	172.4
June 1.....	175.3	181.0	121.8	191.9	170.7	184.3	178.9	141.8	137.6	136.5	151.6	175.5
July 1.....	175.5	177.7	128.8	194.7	159.0	181.9	179.8	144.6	138.9	140.7	155.7	180.4
Aug. 1.....	175.0	176.4	127.9	192.9	158.2	181.6	177.9	147.5	141.3	144.4	158.9	180.1
Sept. 1.....	172.6	173.2	131.2	189.1	155.5	178.1	174.6	147.2	140.8	142.6	159.9	183.6
Relative weight of Employment by Provinces and Economic Areas as at September 1, 1945.....	100.0	7.5	.1	4.5	2.9	30.1	41.0	11.6	5.3	2.3	4.0	9.8

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

poration in the basic wage-rates as from February 15, 1944, (3) the progressive up-grading of employees as they gained experience in their work, and (4) the granting of higher wage-rates in numerous cases.

During the war, there were especially noteworthy advances in employment and payrolls in factories, in which the rate of expansion in the period of observation has been decidedly greater than in the non-manufacturing indus-

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Sept. 1 1945	Aug. 1 1945	Sept. 1 1944	Sept. 1 1940
Manufacturing	59.1	198.6	204.1	226.2	138.4
Animal products—edible.....	2.7	234.1	224.0	234.9	174.9
Fur and products.....	.2	141.3	140.4	125.3	114.3
Leather and products.....	1.7	141.9	139.8	136.1	119.5
Boots and shoes.....	1.0	131.0	129.2	125.2	119.1
Lumber and products.....	4.0	130.9	130.4	132.6	107.6
Rough and dressed lumber.....	2.2	112.1	110.5	112.1	104.5
Furniture.....	.7	131.4	130.4	129.2	96.6
Other lumber products.....	1.1	202.1	206.0	213.0	127.8
Musical instruments.....	.04	30.4	29.3	29.3	75.7
Plant products—edible.....	3.3	177.2	176.0	196.7	140.9
Pulp and paper products.....	5.3	148.3	146.3	139.7	121.5
Pulp and paper.....	2.4	137.5	134.8	128.6	117.8
Paper products.....	1.0	221.6	218.0	212.5	147.5
Printing and publishing.....	1.9	138.2	137.6	130.3	117.5
Rubber products.....	1.3	178.0	181.3	170.7	118.0
Textile products.....	7.7	156.2	154.4	153.4	146.6
Thread, yarn and cloth.....	2.8	156.9	157.3	155.3	158.4
Cotton yarn and cloth.....	1.2	106.8	107.8	108.7	121.7
Woolen yarn and cloth.....	.7	197.8	198.3	167.0	174.6
Artificial silk and silk goods.....	.7	614.8	611.0	591.5	504.7
Hosiery and knit goods.....	1.2	145.7	144.3	143.3	136.2
Garments and personal furnishings.....	2.8	158.4	153.5	152.6	144.0
Other textile products.....	.9	163.4	164.1	167.1	135.4
Tobacco.....	.6	121.5	113.3	120.9	105.0
Beverages.....	.9	274.6	266.4	261.7	184.9
Chemicals and allied products.....	2.8	389.9	430.9	614.4	213.1
Clay, glass and stone products.....	.9	145.5	144.7	134.4	111.6
Electric light and power.....	1.2	162.9	160.8	150.6	146.4
Electrical apparatus.....	2.3	279.9	285.6	327.8	160.6
Iron and steel products	19.6	253.7	273.3	325.8	136.6
Crude, rolled and forged products.....	1.9	237.7	241.3	246.4	166.9
Machinery (other than vehicles).....	1.3	216.3	215.0	222.0	152.5
Agricultural implements.....	.6	139.9	145.4	127.8	79.0
Land vehicles and aircraft.....	7.6	212.1	236.6	301.1	117.6
Automobiles and parts.....	2.3	269.3	272.5	293.1	163.5
Steel shipbuilding and repairing.....	3.1	1,068.2	1,212.4	1,359.0	258.5
Heating appliances.....	.3	180.0	178.8	173.6	143.3
Iron and steel fabrication (n.e.s.).....	.9	249.5	257.5	295.9	166.9
Foundry and machine shop products.....	.5	211.9	226.9	234.0	149.4
Other iron and steel products.....	3.4	277.6	289.9	377.1	149.7
Non-ferrous metal products.....	2.5	315.6	338.0	427.2	200.7
Non-metallic mineral products.....	1.0	223.2	224.7	216.3	180.9
Miscellaneous.....	1.1	325.9	324.0	360.8	152.2
Lodging	3.1	181.4	183.2	155.0	126.8
Mining	3.9	144.2	144.9	152.4	170.2
Coal.....	1.4	89.6	90.2	95.6	91.2
Metallic ores.....	1.8	242.0	244.9	262.7	350.0
Non-metallic minerals (except coal).....	.7	181.1	178.5	175.2	159.8
Communications	1.8	123.4	121.8	113.1	92.1
Telegraphs.....	.4	135.4	133.4	133.1	110.2
Telephones.....	1.4	119.7	118.3	107.6	87.2
Transportation	9.4	128.3	127.8	124.1	94.6
Street railways and cartage.....	2.9	196.4	195.2	189.3	137.5
Steam railways.....	5.1	111.1	110.0	107.8	81.5
Shipping and stevedoring.....	1.4	112.7	115.4	111.6	97.5
Construction and Maintenance	8.9	122.3	119.3	130.8	121.1
Building.....	2.8	110.3	103.0	99.6	116.5
Highway.....	3.6	158.3	156.9	199.2	166.8
Railway.....	2.5	101.7	101.7	100.4	82.0
Services	3.0	213.1	211.3	207.1	157.1
Hotels and restaurants.....	2.0	215.5	214.1	210.8	156.9
Personal (chiefly laundries).....	1.0	208.2	206.0	200.8	157.4
Trade	10.8	172.2	171.4	162.0	142.9
Retail.....	7.8	176.7	176.3	166.7	147.5
Wholesale.....	3.0	161.3	159.8	150.0	130.7
Nine Leading Industries	100.0	172.6	175.0	185.5	131.6
Finance.....		130.0	130.0	128.1	114.2
Banks and Trust companies.....		133.4	133.5	130.1	109.1
Brokerage and stock markets.....		189.7	192.7	146.7	151.9
Insurance.....		122.1	121.7	119.4	118.6
Total—Nine Leading Industries		170.6	172.8	182.6	130.7

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

tries; the index of employment in the former has risen by 18.2 per cent from June 1, 1941, to September 1, 1945, and that of payrolls has gained by 48 per cent; these proportions exceed the advances of 6.1 per cent in employment and 31.3 per cent in payrolls shown in the non-manufacturing industries taken as a unit, although the disparities in the ratios are diminishing.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out

that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Report on Employment Conditions, October, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

DURING October the downward trend in Canada's manpower requirements was maintained, while at the same time the number of unplaced applicants continued to mount steadily and at October 18, the supply of available labour approximately equalled the number of vacancies. While there was a considerable slackening in the overall labour demand, the need for workers in the logging industry increased sharply during the month. Manpower requirements of Canadian industries (excluding agriculture), as measured by the number of unfilled vacancies,¹ totalled 140,430 (107,012 males and 33,418 females) at October 18, as compared with the need for 157,437 at September 20, four weeks earlier. The present labour situation is considerably easier than at October 19, 1944, when 196,929 vacancies were reported. While all regions

show some slackening in labour requirements the decline in demand during the past month was largely due to the decrease in the manpower needs of the Ontario Region. In spite of the greatly increased number of vacancies in the logging industry, total demand for male workers decreased by 7,926; similarly the need for female workers was 9,081 less than four weeks earlier. Table I shows unfilled vacancies by main industry group and by sex, as at October 18, with absolute and percentage changes in total demand during the past month.

The supply of available workers increased rapidly in the four weeks under review and at October 19, there were 140,147 unplaced applicants² (106,085 males and 34,062 females) registered in employment offices. From September 20 to October 19 there was an overall increase in supply of 17,134; almost 80 per cent of this increase was due to the sharp rise in the number of men available for employment. The increase in supply was common to all classes of labour, but was most apparent in the unskilled labour group; an increasing number of applicants in the light labour class are elderly, inexperienced or partially disabled persons who were able to make some contribution to the war effort, but who are finding difficulty in obtaining peacetime employment.

Labour Demand in A and B Priority Industries

Sixty-four per cent of the total vacancies reported at October 18 was in high priority industries, where 90,311 workers were required; this was 5,910 less than the number needed four weeks earlier. While the Quebec, Ontario

and Pacific Regions show a decline in the demand for workers, the Maritimes and Prairies report increased labour needs due to the augmented requirements of the logging industry.

¹Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated.

²Unplaced Applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred

Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

TABLE I—UNFILED VACANCIES BY INDUSTRY AND BY SEX, AS AT OCTOBER 18, 1945

(excluding Agriculture)

Industry	Male	Female	Total	Change from September 20, 1945	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	17,080	12	17,092	+10,156	+ 146.4
Lumber.....	9,297	7	9,304	+ 953	+ 11.4
Other Logging.....	1,293	—	1,293	+ 493	+ 61.6
Total.....	27,670	19	27,689	+11,602	+ 72.1
Mining and Manufacturing—					
Coal Mining.....	2,087	1	2,088	+ 14	+ 0.7
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	365	17	382	+ 55	+ 16.8
Nickel.....	39	1	40	+ 38	+1,900.0
Other Base Metals.....	1,337	8	1,345	+ 215	+ 19.0
Other Mining and Oil Producing.....	1,676	6	1,682	— 66	— 3.8
Aircraft and Parts.....	148	73	221	— 296	— 57.3
Shipbuilding and Repairs.....	881	9	890	— 150	— 14.4
Guns and Ammunition.....	142	20	162	— 275	— 62.9
Mechanical Transport and Armoured Fighting Vehicles.....	431	17	448	— 83	— 15.6
Secondary Metal Industries (excluding Machinery and Equipment).....	1,810	219	2,029	— 1,316	— 39.4
Electrical Machinery and Equipment.....	380	265	645	— 56	— 8.0
Other Machinery and Equipment.....	1,345	90	1,435	— 1,441	— 50.1
Chemicals and Non-Metallics.....	1,564	240	1,804	— 396	— 18.0
Food Processing.....	2,890	1,378	4,268	— 4,491	— 51.3
Textiles and Products.....	2,480	5,175	7,655	+ 86	+ 1.1
Wood Products.....	3,429	131	3,560	— 159	— 4.3
Pulp and Paper.....	887	96	983	+ 253	+ 34.7
Rubber and Leather.....	770	842	1,612	— 167	— 9.4
Other Manufacturing.....	335	279	614	— 186	— 23.3
Total.....	22,996	8,867	31,863	— 8,421	— 20.9
Construction.....	9,523	30	9,553	— 1,278	— 11.8
Transportation.....	6,200	98	6,298	— 2,195	— 25.8
Other Public Utilities.....	951	512	1,463	— 803	— 35.4
Public and Professional Service.....	2,597	2,471	5,068	— 1,111	— 18.0
Trade, Finance and Other Service.....	3,404	4,993	8,397	— 3,704	— 30.6
Total A and B Priority Industries.....	73,341	16,990	90,331	— 5,910	— 6.1
C and D Priority Industries—					
Logging.....	6,392	3	6,395	— 2,597	— 28.9
Mining.....	1,811	3	1,814	— 33	— 1.8
Manufacturing.....	6,748	7,963	14,711	— 4,065	— 21.6
Construction.....	6,446	23	6,469	— 1,821	— 22.0
Public Utilities.....	578	45	623	— 153	— 19.7
Trade.....	4,712	3,071	7,783	— 1,506	— 16.2
Finance and Insurance.....	1,452	484	1,936	+ 45	+ 2.4
Service.....	5,532	4,836	10,368	— 967	— 8.5
Total C and D Priority Industries.....	33,671	16,428	50,099	—11,097	— 18.1
GRAND TOTAL.....	107,012	33,418	140,430	—17,007	— 10.8

TABLE II—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT OCTOBER 19, 1945

Occupational Group	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,668	404	2,072	5,339	679	6,018
Clerical Workers.....	1,543	3,473	5,016	8,135	7,639	15,774
Sales Workers.....	2,463	1,629	4,092	5,392	4,045	9,437
Service Workers.....	4,196	9,459	13,655	5,486	4,926	10,412
Fishermen.....	79	—	79	154	—	154
Skilled and Semiskilled Workers.....	60,937	8,274	69,211	39,462	6,467	45,929
Textile and Clothing Workers.....	1,652	6,531	8,183	501	1,694	2,195
Loggers.....	32,910	—	32,910	1,714	—	1,714
Miners.....	2,794	—	2,794	520	—	520
Construction Workers.....	8,288	—	8,288	5,152	—	5,152
Metalworkers.....	2,813	126	2,939	11,323	1,830	13,153
Other Skilled and Semiskilled Workers.....	12,480	1,617	14,097	20,252	2,943	23,195
Unskilled Workers.....	33,670	9,011	42,681	42,117	10,306	52,423
Total.....	104,556	32,250	136,806	106,085	34,062	140,147

Mining

The manpower requirements of the mining, primary smelting and refining industries remain at a high level. At October 18 there were 5,537 vacancies in these industries as compared with 5,281 four weeks earlier. Both the Prairie and Maritime Regions report a serious shortage of skilled workers in the coal mines. With the lifting of the "freeze" order, there has been an increase in the number of separations; many ex-miners now released from the services are unwilling to return to their former employment. In an effort to meet the demand for skilled labour in the Pacific Region, plans have been completed to open a training school for miners. It is expected that the labour situation in this industry will be relieved by the farm workers who accept off-season employment in the mines during the winter months.

Manufacturing

Labour demand in the manufacturing industries dropped sharply during the month. At October 18 the need for 26,326 workers was 8,677 less than requirements at September 20. The reinstatement of ex-servicemen, particularly highly skilled workers, has provided a large measure of relief; former war plant workers are also accepting positions in factories devoted to the production of civilian goods.

With the exception of the textile and pulp and paper industries, all manufacturing groups showed a decrease in labour requirements. In the secondary metal industries (excluding machinery and equipment) the decline in manpower needs, from 3,345 at September 20 to 2,029 at October 18, was due mainly to the drop in the labour demand of iron and steel foundries and of firms engaged in the manufacturing of heating and plumbing equipment. A decline of 1,497 brought the labour requirements of the machinery and equipment group to 2,080; the sharp cut in the needs of plants manufacturing agricultural machinery and tractors accounted for most of this decrease.

More than half the total decline in the labour demand of the high priority industries was due to a slackening in the manpower needs of the food processing group. At October 18 there were 4,268 workers required in this group, as compared with 8,759 four weeks earlier. As the canning and preserving of fruits, vegetables and seafoods was almost completed, labour requirements dropped from 4,400 to 1,243. In the meat products industry a substantial decline in the need for workers was apparent (from 2,255 at September 20 to 1,441 at October 18); the Quebec Region accounted for most of this decrease.

Construction

At October 18 there were 9,553 vacancies in the construction industry; this was slightly fewer than the number of workers required one month earlier. All regions report that construction projects are being delayed by the shortage of both materials and skilled workmen. While the overall manpower situation has been relieved somewhat by discharged servicemen and former war plant workers, some areas show a continuing demand for experienced carpenters, bricklayers, plasterers and unskilled workers. However, it is expected that the apprenticeship school which is to open in Montreal in November will help to alleviate this shortage in the Quebec Region by early spring.

Transportation

Labour requirements in the transportation industry totalled 6,298 at October 18 as compared with 8,493 four weeks earlier. The manpower needs of steam railways, although considerably less than at September 20, constitute 60 per cent of the total requirements of this group; extra gang labourers and section hands are still in short supply. The manpower shortages of highway, air and water transportation companies have been substantially alleviated by returning servicemen who are showing a willingness to accept this type of employment.

Trade, Finance and Service

Demand for workers in the trade, finance and service industry groups decreased from 18,280 at September 20 to 13,465 at October 18. The labour needs of wholesale and retail trade establishments eased slightly during the month under review, but an increase in demand is expected as employers, preparing for the Christmas trade, place orders for additional help. While the labour needs of hotels and restaurants have declined sharply since the close of the summer season, there is still a persistent demand for domestic workers both for private homes and public institutions; applicants are still showing a reluctance to accept this type of work. The shortage of garage workers and mechanics has been relieved considerably by discharged armed service personnel.

Logging (All Priorities)

With employers placing orders for the winter cutting season, labour requirements in the logging industry increased sharply in the four weeks under review to total 34,084 at October 18 as compared with 25,079 at September 20.

The Quebec region alone reported a shortage of 14,631 workers, mainly for pulpwood logging. Demand is still heavy for experienced bushmen and pulpwood cutters, but many logging operators have expressed willingness to train any suitable applicants who lack experience. It is expected that with the completion of

harvesting operations, farm workers will be available in large numbers for this type of employment. On the other hand, while discharged servicemen and workers released from war plants have eased the situation somewhat, many are reluctant to leave their homes to work in the woods.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended October 22, 1945.

Maritime Region

Agriculture—Shortage of labour for the potato harvesting was met partly by the services of some 250 soldier volunteers from Military District 6. The few apple pickers needed to gather a very poor crop were also supplied.

While all orders for general workers have been cancelled, there is a persistent manpower shortage on the livestock farms throughout the Maritimes. One hundred experienced men could readily be placed in permanent dairying jobs.

Logging—The demand for loggers is increasing daily and men released from farming activities are expected to lessen the prevailing shortage. In the Halifax area approximately 750 loggers are needed immediately. Operators in the Minto area of New Brunswick could use an additional 250 experienced woodsmen, and the Saint John, Edmundston and Campbellton offices report calls for some hundreds of bushworkers. One employer in the Bathurst district has placed an order for 550 pulpcutters, saw-loggers and pit-prop cutters.

Coal Mining—Widely varying labour conditions are reported from different areas. Manpower requirements in the New Glasgow district are being satisfactorily met and all vacancies in the Springhill collieries are being filled with ex-servicemen. At Sydney, an additional 550 first-class miners are still needed.

There is still a shortage of approximately 600 skilled miners in the Cape Breton collieries. Datal staffs are complete, but surface workers are at a premium, and the low average production through the area is causing concern.

Manufacturing—Approximately 350 skilled tradesmen are required for the shipyards in the Halifax area, where there is no sign of slackening in building and repairs. Bridge-water yards, still operating at their peak, are

calling for experienced carpenters. The Lunenburg shipyard is busy on naval repairs, and one Liverpool firm is asking for skilled and unskilled labour to work on the winterization of naval craft now arriving in port.

A further lay-off of aircraft workers from the Canadian Car and Foundry's Amherst plant has reduced the total payroll to 300 employees. While unemployment in the New Glasgow area has reached considerable proportions, the situation has been relieved by the placing of a new order for railway cars which will give work to approximately 400 men at one Trenton plant.

All demands of the meat packing houses have been fairly well met, but trained fish-cutters and filleters are needed in the Halifax area. Women are needed for the potato dehydration plant at Summerside, as well as about 80 girls for the apple cannery at Kentville. Textile mills throughout the region continue to call for male and female labour.

Construction—No relief is presently foreseen for the general shortage of bricklayers and finishing carpenters; pick and shovel labourers are also in short supply. In the Halifax area, an additional 400 building tradesmen and labourers are required for hospital and residential construction programs.

Transportation—The Edmundston office reports orders for 100 workmen needed to finish railway ballasting before the cold weather begins; such labourers are difficult to get. While the Ports of Halifax and Saint John are particularly quiet at this time, with little movement of freight, export activity is expected to increase in mid-November.

Ex-Servicemen—Discharges from the armed forces are mounting rapidly. Through the Maritimes as a whole, most ex-servicemen are being reinstated in former positions or being placed in new employment without delay. There is a marked reluctance on the part of applicants to accept work in the coal mines and logging camps.

Quebec Region

Agriculture—In spite of prolonged wet weather, fall ploughing has been almost completed and within a few days many farm workers will be free for employment in the

logging camps. The Riviere du Loup office advises that of the 1,350 permit holders who assisted with the potato harvest in Maine, more than 1,000 have returned home.

Logging—Almost 900 permits to canvass for bushworkers have already been issued by the regional office and an intensive campaign is under way to get 30,000 bushmen. There now are about 37,000 engaged in pulpwood cutting, 18,000 on lumber operations and a further 7,000 on cordwood cutting.

For the time being, woods operations on the North Shore are reasonably well supplied with woodworkers. Another 1,500 loggers will be needed in the Matane area, and agricultural workers should meet the demand for an additional 2,000 to 3,000 in the vicinity of Rimouski. In the Lake St. John district, plans for a record cut are well under way. Immediate manpower needs have been reasonably well met and some hundreds more men are in the bush than at this time a year ago.

Mining—The well-established gold and base metal mines of the province are meeting with some success in their efforts toward a gradual building-up of depleted wartime staffs. However, the lack of housing accommodation still is a drawback to the transfer-in of men from outside points.

Manufacturing—The labour demand is restricted at this time by the process of reconversion and the shortage of materials for post-war production. For the most part, manpower requirements are limited to highly skilled workers and heavy manual labour, for which many applicants are not fitted. The textile trade is seriously handicapped both by shortage of qualified workers and irregular deliveries of materials. Lack of housing accommodation is further hampering the activities of the large textile establishments in the Drummondville area, where one company has orders in clearance for 650 apprentices.

The Montreal office reports that highly qualified toolmakers are in great demand for plants now in process of reconversion. Firms manufacturing plumbing and heating supplies and household utensils will be able to absorb an additional 1,000 workers as soon as there is a freer flow of materials. Renewed efforts are being made to secure the additional skilled workers who will be required in mid-November for the peak season of the packing houses, which are in immediate need of more knife-men.

Lay-offs and impending lay-offs are still reported from many parts of the region. Further production cutbacks resulted in the release of 150 men from the Chicoutimi plant of the Aluminum Company of Canada, and

at Beauharnois the St. Lawrence Alloys and Metals Company has released 317 of its staff. A further lay-off of 150 workmen has reduced the staff of the Morton Engineering and Dry Dock Company of Quebec to 300 persons, who will be retained through the winter months.

Construction—Housing programs throughout the region are progressing as satisfactorily as the lack of adequate numbers of skilled tradesmen and shortage of building materials will permit. On the whole, commercial building is also making good headway. It is felt that the apprenticeship school opening in Montreal in November will, by spring, alleviate to some extent the shortage of certain types of building tradesmen.

Transportation—Although extra track maintenance labour is still required, the demand has lessened appreciably. Orders for truck drivers have also fallen off, but skilled mechanics are still needed. There has been no serious shortage of dockworkers for the Port of Montreal, whose facilities have been taxed to capacity in the handling of more than a million bushels of grain.

Ex-servicemen—Most employers are co-operating readily in the rehabilitation of men from the armed forces, and companies with large payrolls report a steady flow of reinstatements. The number of unrefereed job-seekers is being increased by veterans without special qualifications, or who had never been employed before enlisting.

Ontario Region

Agriculture—Continued wet weather has prolonged activities, and threatens to lower the season's crop returns. Corn cutting and silo filling are proceeding under difficulties and fall ploughing is not yet completed. However, while farmers are not accepting other employment as early as usual, the seasonal call for labour is practically at an end. Qualified dairy farm workers are needed in the Hamilton and Ottawa areas, and Toronto and St. Catharines are meeting with little response to calls for year-round labour.

Logging—An intensive campaign for woodworkers is progressing satisfactorily. Orders in clearance have declined appreciably, and are confined for the most part to experienced bushmen and pulp-cutters. Requirements are highest in Northern Ontario, where another 500 men are needed in the vicinity of Sault Ste. Marie and a similar number at Kirkland Lake. While an acute shortage persists in the Timmins area, it is thought that the supply of woods labour in the Kapuskasing section will soon exceed the demand.

Mining—An influx of ex-servicemen has greatly relieved the manpower shortage, and has resulted in a marked increase in development work, shaft sinking and prospecting. Operators in the Timmins area are calling urgently for machine drillers, who must be secured before more beginners can be hired; accommodation for newcomers is at a premium. Drillers and helpers are also needed for the Kirkland Lake silver mines, and beginners and experienced miners for the gold workings.

Manufacturing—Labour requirements throughout the province continue to decline, with a marked drop apparent in the demands of the metal working trades. While reconversion and shortage of materials account for much of the decrease, many plants are withholding orders until the reinstatement of ex-servicemen has taken place.

The call for foundry labour persists, however. The agricultural implement manufacturers, well supplied with toolmakers and skilled mechanics, are calling for other skilled tradesmen and labourers. There is also an insistent demand for furniture and cabinet workers, one clearance order from Kitchener calling for 100 woodworkers.

Seasonal demands of the canneries have declined noticeably, but turnip waxing plants in Walkerton and Woodstock have substantial labour requirements, which are being met locally. The heavy seasonal needs of the tobacco companies will also be filled for the most part by farm workers.

There has been a marked increase in the number of available applicants for the textile industry during the last two months. Many skilled workers, however, both men and women, are still required in textile, hosiery, and clothing establishments alike, and an additional 170 girls, who cannot be obtained locally, are needed by the Kitchener rubber plants.

Construction—In all parts of the province, building is proceeding as rapidly as handicaps of unfavourable weather and shortages of labour and materials will permit. Many carpenters, bricklayers and plasterers could be placed immediately. The Hamilton office reports that bricklayers in particular are wanted, and a similar lack is hampering hospital construction in London.

Transportation—Outstanding orders are confined chiefly to track maintenance labourers, who are needed in the vicinity of Cornwall, Niagara Falls, North Bay, Sudbury and Sault Ste. Marie. While there is a constant demand for firemen and deckhand replacements on

the Great Lakes boats, these orders can usually be filled locally.

Ex-servicemen—The quickening tempo of discharges was reflected in the registration of 14,172 applicants for employment in Ontario during September. Of this number, 8,149 were placed and another 2,257 referred to jobs. While there is still work open for unskilled labourers, the call for qualified tradesmen, except in construction, has lessened.

Prairie Region

Agriculture—Threshing is almost completed, except in some isolated sections where crops are harvested by combines. Through the assistance of Eastern harvesters, a serious shortage of workers was prevented. Most of the men from Ontario and Quebec have returned home, but some will remain until mid-November, taking advantage of the fall work so easily obtainable. Arrangements have been made for the co-operation of the three Provincial Farm Labour Boards in recruiting farmers for off-season employment in packing plants, logging camps, and other essential industries.

Logging—The heavy over-all demand for bushworkers is especially high in the Thunder Bay district. While placements are increasing in the Lakehead and Fort Frances areas, no great influx of men is expected until farm work is completed. Meantime, the Port Arthur office reports orders for 15 blacksmiths, and more than 5,000 cutters, as well as for forestry graduates and experienced logging superintendents. A survey made in the Prince Albert area shows that 1,000 to 1,200 men will be absorbed by logging camps and sawmills during the coming season. The Edmonton office reports more than 500 orders on hand and the call for loggers and pit-prop cutters in the Calgary area is insistent, with few applicants available.

Coal Mining—Alberta miners, idle from September 27 to October 22 in protest against meat rationing, have returned to work. Orders for coal piled up during the strike, and there is an exceptionally heavy demand for labour in consequence. Certificated miners are in especially short supply.

Base Metal Mining—The reinstatement of many ex-servicemen has solved the manpower problem of Northern Manitoba mine operators, and orders for Northwestern Ontario have also been materially reduced. Prospectors are keenly interested in a recent gold strike in the Golden Lake area, about 80 miles due north of Port Arthur and easily accessible by plane.

Manufacturing—In most cities, it has been possible to meet the labour requirements of the packing plants, now at the peak of production. In Edmonton, however, there is a continuing shortage and all available agricultural workers are being referred. Female labour to meet the needs of the canning department of the Saskatoon packing house is not presently obtainable. The Winnipeg office reports the first seasonal call for egg-breakers, and egg-candlers are also required by cold storage and packing plants.

There is little demand for labour from the region's pulp and paper mills. Reinstated ex-servicemen are meeting all requirements at Port Arthur, and at Kenora, where operations have been reduced from three to two shifts, seasonal workers are being retained later than usual. Satisfactory referrals have been made to the Fort Frances zone, where additional placements will be made before the freeze-up.

Construction—Numerous projects are being held up by a serious shortage of workmen, especially skilled carpenters, plasterers and bricklayers. Port Arthur, Winnipeg, Regina, Lethbridge and Calgary offices report that the heavy labour demand cannot be met. In the Saskatoon area the situation has been relieved by numerous farmers and ex-servicemen. The call for an additional 50 labourers to work on the new power plant on the Kanaskis River will be difficult to answer until agricultural workers in the district are available. The construction company is erecting winter quarters to house 100 men.

Transportation—Both the Canadian National and Canadian Pacific Railways are calling for sectionhands, extra gang labourers, bridge and building gangs at various points. A few ground-crew men are also needed by the telegraph companies.

Ex-servicemen—The over-all picture of employment opportunities is satisfactory. Some offices report good openings and successful reinstatements to former positions. Others advise that returned men not possessed of necessary skill or experience are showing interest in "on-the-job" training where they can learn a trade.

Pacific Region

Agriculture—Fruit picking, packing, and canning in the Okanagan Valley was successfully carried on with the assistance of women transferred from other districts, and soldiers released for the purpose. In most areas the supply of general farm labour is more than sufficient and agricultural workers are becoming available for off-season employment of other kinds. In the New Westminster area,

and Vancouver Island, experienced dairy workers are still in short supply. Lack of suitable living quarters prevents the placement of married couples qualified for such duties.

Logging—The Department of Labour, in conjunction with woods associations and the Provincial Government, continually emphasizes immediate labour requirements by newspaper and radio advertising. In spite of a steady stream of referrals, current labour demands throughout the region have been only slightly decreased. Operators are prepared to train suitable applicants lacking experience in woods operations.

A publicity campaign to recruit soldiers for the logging and sawmill industry resulted in the placement of 117 soldiers from the Nanaimo military camp, on leave without pay and allowances. A similar drive has been conducted in the Victoria area, and another is now under way at Vernon.

Sawmills—Lay-offs from coastal shipyards and the reinstatement of ex-servicemen have satisfactorily solved the serious manpower problem of the last several years. However, orders will be heavier when the flow of logs increases. No labour from the Prairies will be required in the New Westminster area this season.

Coal Mining—The lifting of the wartime "freeze" on colliery workers has resulted in fewer terminations of employment than expected. However, in the Vancouver area orders are still heavy, and most operators are willing to train inexperienced men as miners. There is little demand for surface workers. All striking miners have returned to work in the Fernie and Michel collieries and in the Nanaimo area. The closing down of the Telkoal operations has eliminated any demand for labour in the Telkwa field.

Base Metal Mining—All operators express satisfaction with their progress in supplementing staffs. The Vancouver office advises that although there is little demand for surface labour, all other types of mining workers are needed. In the Princeton area, too, underground workers are urgently needed for the Copper Mountain operations, and farther north, numerous miners and muckers are required for the gold mines at Wells. Very few applicants are available to meet the extensive demands of all gold operations in the Prince Rupert district.

Manufacturing—Recent changes in ship-building schedule have resulted in the postponement or cancellation of expected lay-offs. However, the Yarrows yard in Victoria is continuing its reduction of staff. A few of

the skilled tradesmen affected are being placed in another local shipbuilding establishment.

Several New Westminster firms are reinstating former employees and ex-servicemen, and others hope to follow suit shortly. The woodworking factories of the city, too, are taking on returned men for instruction under the Vocational Training Plan. The smelting company at Trail is laying off most of its women employees in order to reinstate former male workers and others with the veterans' preference.

Construction—In the metropolitan areas the call for carpenters exceeds other labour needs. In smaller centres there is a persistent demand for carpenters and labourers. Active work has begun at both ends of the Hope-Princeton

Highway and orders have been placed for unskilled labourers, power machine operators, powder men and truck drivers.

Transportation—The railways are still calling for extra gang labour, but few applicants are available. Although qualified marine engineers are in short supply, other marine openings are easily filled. The U.S. Army's call for civilian highway maintenance workers is rising and current orders are being filled rapidly.

Ex-servicemen—Applications for employment are increasing monthly. In September registrations and placements rose substantially. At this time many men discharged from the armed forces are seeking temporary jobs while waiting to be absorbed into educational institutions.

Applications for Employment; Vacancies and Placements; September, 1945

REPORTS received from the National Employment Service Offices of the Unemployment Insurance Commission during the four-week period August 31 to September 27, 1945, showed an increase of 14.8 per cent in business transacted, when compared with the preceding four-week period, August 3 to August 30, 1945, and a decrease of 11.1 per cent in comparison with the four weeks September 1 to September 28, 1944, this computation being based on the average number of placements recorded daily. Under the first comparison all industrial groups except agriculture recorded gains, the most noteworthy being in manufacturing, forestry and logging, construction and trade. When compared with the four weeks ending September 28, last year, reports showed a substantial gain in construction and smaller increases in forestry and logging, agriculture and mining but losses were recorded in all other industrial groups, the greatest being in manufacturing, services and trade.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work registered at Employment Offices throughout Canada. It will be seen from the graph that the trends of vacancies and placements in relation to applications took downward courses, the ratio of vacancies to applications being 89.2 during the four weeks ending September 27, 1945, in contrast with 104.5 during the preceding four weeks and 120.3 during the four weeks September 1 to September 28, 1944. The ratio of placements to each one hundred applica-

tions was 53.1 as compared with 56.3 in the previous period and 72.0 in the four weeks ending September 28, a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the period under review was 9,180 compared with 8,841 during the preceding four-week period and 10,283 during the period September 1 to September 28, last year. The average number of applications for employment received daily by the Offices during the four weeks August 31 to September 27, 1945, was 10,292 in comparison with 8,460 for the previous four weeks and 8,547 in the four weeks in September, 1944. The average number of placements made daily by the offices during the four weeks ending September 27, 1945, was 5,471 of which 5,322 were in regular employment and 149 in work of one week's duration or less, as compared with a total daily average of 4,764 during the previous four weeks. Placements in the four weeks ending September 28, last year, averaged 6,158 daily, consisting of 6,008 placements in regular and 150 in casual employment.

During the period August 31 to September 27, 1945, the offices of the Commission referred 169,069 persons to vacancies and effected a total of 125,833 placements. Of these, the placements in regular employment were 122,400 of which 100,461 were of males and 21,939 of females, while casual placements totalled 3,433. The number of vacancies reported by employers was 161,911 for males and 49,238 for females, a total of 211,149, and applications for work numbered 236,712, of which 185,340 were from males and

51,372 from females. Reports for the four weeks August 3 to August 30, 1945, showed 203,348 positions available, 194,587 applications made and 109,564 placements effected, while from September 1 to September 28, 1944, there were recorded 236,504 vacancies, 196,572 applications made and 141,641 placements in regular and casual employment.

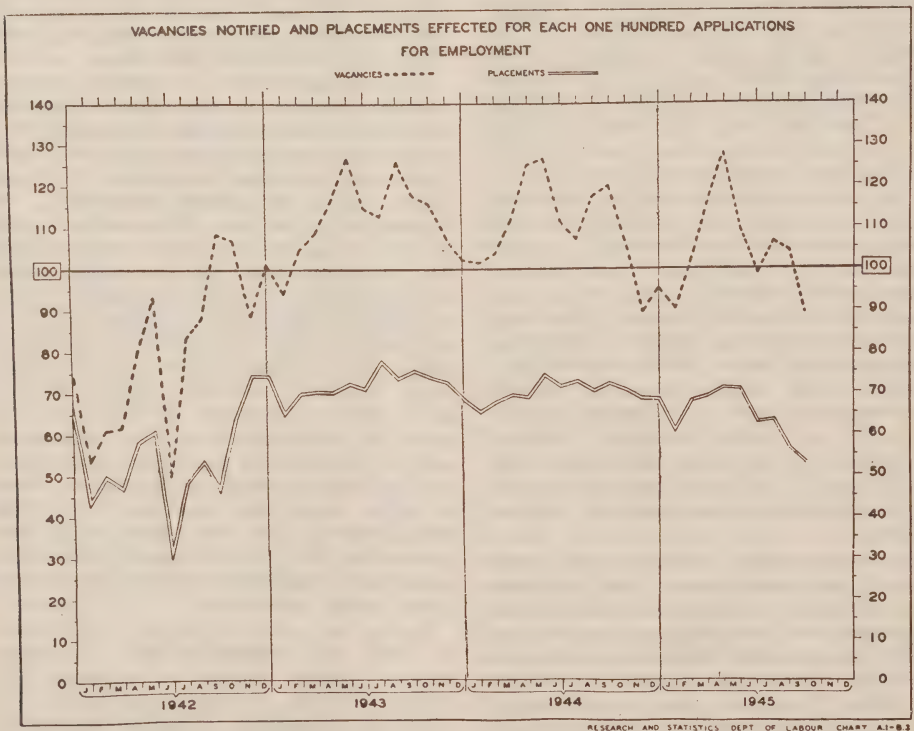
The following table gives the placements effected by employment offices, each year, from January, 1935, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,475	353,820
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,820	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945 (39 weeks).....	1,127,873	34,574	1,162,447

period and 389 during the four weeks ending September 28, 1944. The average number of placements effected daily was 193 in comparison with 191 in the preceding period and 216 during the four weeks terminating September 28, last year. The decrease in the daily average of placements from the period ending September 28, a year ago, was mainly due to declines in agriculture, manufacturing, trade and services. These were offset in part by moderate gains in public utilities operation and construction. Placements by industries included: manufacturing 1,242; services 959; construction 681; trade 680 and public utilities operation 629. Regular placements numbered 3,394 of men and 948 of women.

New Brunswick

There was an increase in the average number of positions available daily at Employment Offices in New Brunswick during the period ending September 27, when compared with both the previous four weeks and with



Nova Scotia and Prince Edward Island

Opportunities for employment as reported by National Employment Service Offices in Nova Scotia and Prince Edward Island during the period ending September 27, numbered 342 daily compared with 294 in the previous

the period ending September 28, last year; there being a daily average of 318 vacancies notified during the period under review in comparison with 229 in the previous four weeks and 320 during the period terminating September 28, last year. There was a daily

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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	538	332	708	513	371	17	511
Charlottetown.....	275	257	426	270	166	1	450
Summerside.....	263	75	282	243	205	16	61
Nova Scotia	7,317	5,688	6,651	5,737	3,971	85	4,390
Amherst.....	182	71	184	237	139		311
Bridgewater.....	58	51	143	47	38		71
Dartmouth.....	268	186	147	121	100		45
Digby.....	81	163	90	68	61		66
Glace Bay.....	120	252	275	144	139		312
Halifax.....	3,172	3,041	2,189	2,287	1,379		711
Inverness.....	20	6	22	18	18		15
Kentville.....	462	473	227	167	134		154
Liverpool.....	639	230	126	69	41		104
New Glasgow.....	757	141	1,069	757	629	52	1,204
New Waterford.....	115	332	135	126	62		126
North Sydney.....	89	20	157	93	108		91
Pictou.....	50	16	68	43	42		41
Springhill.....	666	165	948	851	590	33	645
Sydney.....	96	18	133	103	104		119
Sydney Mines.....	313	333	349	318	183		132
Truro.....	162	166	182	166	117		94
Yarmouth Shelburne.....							
New Brunswick	7,412	6,334	6,009	4,816	3,676	26	2,844
Bathurst.....	496	526	261	213	163		102
Campbellton.....	685	632	405	220	114	19	232
Edmundston.....	1,485	1,321	238	226	214		50
Fredericton.....	387	363	313	279	193		119
Minto.....	178	131	201	195	171		53
Moncton.....	1,553	1,799	1,697	1,420	880	3	966
Newcastle.....	87	68	115	91	59		102
Saint John.....	1,710	1,083	2,332	1,786	1,279	2	1,049
St. Stephen.....	157	165	154	129	106		54
Sussex.....	124	60	133	120	97	2	42
Woodstock.....	550	186	160	137	400		75
Quebec	61,641	50,069	74,697	38,545	31,147	285	51,185
Acton Vale.....	65	158	39	42	39		28
Asbestos.....	154	97	190	141	111		126
Baie St. Paul.....	323	264	119	65	62	2	64
Beauharnois.....	184	163	239	131	116		87
Buckingham.....	261	189	444	216	176		320
Campbell's Bay.....	130	77	135	127	78		54
Causapsal.....	1,422	1,641	207	169	140		146
Chandler.....	437	157	43	13	1		62
Chicoutimi.....	2,075	1,126	1,431	1,223	988	1	759
Coaticook.....	681	141	622	628	606		26
Cowansville.....	159	112	121	111	108		25
Dolbeau.....	55	1,324	573	501	494		71
Drummondville.....	412	484	629	496	382		432
East Angus.....	105	19	237	108	93		80
Farnham.....	108	77	78	67	62		20
Granby.....	548	373	516	259	218		196
Hull.....	947	592	1,073	661	553		565
Joliette.....	602	550	825	588	364		348
Jonquiere.....	393	117	988	447	207		564
Lachute.....	293	152	453	270	212		102
La Malbaie.....	25	205	109	75	52		113
La Tuque.....	1,876	764	1,140	1,143	1,110	12	85
Levis.....	602	378	1,215	620	413		1,205
Louiseville.....	249	110	363	217	196		141
Magog.....	200	80	229	242	131		144
Matane.....	1,081	675	744	704	671		110
Megantic.....	629	127	632	592	448	119	59
Mont Laurier.....	495	557	151	144	124		41
Montmagny.....	615	54	903	588	605		217
Montmorency.....	139	21	301	166	121		264
Montreal.....	24,182	24,286	37,990	12,856	10,389	76	28,625
Plessisville.....	98	105	103	77	62		60
Port Alfred.....	744	556	329	294	260		124
Quebec.....	4,993	2,852	6,214	3,397	2,414	60	7,202
Richmond.....	186	177	116	73	60		39
Rimouski.....	758	587	974	729	614		476
Riviere du Loup.....	358	424	110	40	20		154
Roberval.....	3,100	3,099	329	315	288		93
Rouyn.....	1,838	1,933	937	1,000	545		352
Ste. Agathe.....	387	355	208	184	169		20

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					Regular	Casual	
Quebec—Cont.							
Ste. Anne de Bellevue.....	118	49	177	107	94	80
Ste. Therese.....	425	318	420	383	333	113
St. Georges de Beauce.....	120	155	283	153	171	3	86
St. Hyacinthe.....	395	668	510	356	276	2	267
St. Jerome.....	662	443	1,045	583	357	.....	239
St. Joseph d'Alma.....	534	290	409	332	306	.....	179
Shawinigan Falls.....	607	292	481	410	410	.....	109
Sherbrooke.....	517	144	776	489	413	.....	945
Sorel.....	1,065	610	1,374	995	705	10	553
Thetford Mines.....	452	151	1,660	432	389	.....	1,648
Three Rivers.....	1,690	137	1,969	1,791	1,652	.....	237
Val d'Or.....	1,150	369	1,673	1,091	883	.....	2,283
Valleyfield.....	882	370	875	726	692	.....	159
Victoriaville.....	756	713	832	658	495	.....	540
	359	202	454	320	264	.....	148
Ontario	87,277	64,842	92,882	74,812	52,456	699	42,372
Amprior.....	449	209	156	141	128	2	16
Barrie.....	316	233	345	286	247	.....	173
Belleville.....	680	352	531	628	421	.....	291
Bracebridge.....	210	151	230	174	175	.....	44
Brampton.....	276	326	448	309	232	.....	113
Brantford.....	1,901	1,280	1,517	1,534	1,000	8	489
Brockville.....	314	78	349	339	256	.....	68
Carleton Place.....	81	87	170	101	88	.....	25
Chatham.....	633	431	798	826	477	10	426
Cobourg.....	82	42	124	105	85	.....	12
Collingwood.....	217	115	307	132	123	.....	162
Cornwall.....	882	191	1,313	872	732	16	300
Dunnville.....	276	98	107	69	53	.....	23
Fergus.....	69	61	97	85	61	.....	15
Fort Erie.....	130	154	624	220	137	.....	269
Fort Frances.....	1,200	1,245	292	277	299	1	35
Fort William.....	2,033	1,730	2,498	1,485	1,202	.....	1,670
Galt.....	567	712	496	481	350	.....	136
Gananoque.....	94	24	85	101	83	.....	21
Goderich.....	188	139	171	124	87	.....	63
Guelph.....	1,148	656	759	908	687	.....	121
Hamilton.....	4,130	4,011	7,425	5,736	2,930	68	2,031
Hawkesbury.....	152	75	252	126	103	.....	134
Ingersoll.....	110	73	107	106	72	.....	34
Kapuskasing.....	690	689	138	132	148	.....	22
Kenora.....	181	523	102	86	78	.....	61
Kingston.....	921	556	1,068	1,423	774	.....	349
Kirkland Lake.....	1,016	619	1,397	881	673	13	300
Kitchener Waterloo.....	1,620	1,357	1,142	1,252	928	5	153
Leamington.....	528	246	454	456	379	.....	98
Lindsay.....	128	80	156	148	116	.....	74
Listowel.....	118	100	153	139	112	.....	27
London.....	3,600	1,672	3,430	3,554	1,810	139	1,134
Midland.....	218	227	309	288	223	.....	159
Napanee.....	157	93	108	98	77	.....	36
Newmarket.....	127	127	158	120	88	.....	45
New Toronto.....	2,195	1,480	2,063	1,591	1,487	.....	756
Niagara Falls.....	1,396	651	1,127	1,115	708	.....	368
North Bay.....	1,165	1,238	890	563	723	43	140
Orangeville.....	52	51	56	49	31	.....	10
Orillia.....	366	210	782	420	326	.....	404
Oshawa.....	810	666	3,195	731	595	12	4,418
Ottawa.....	5,767	2,145	6,484	4,450	3,164	10	1,057
Owen Sound.....	494	332	554	552	441	.....	140
Paris.....	36	116	59	66	47	.....	15
Parry Sound.....	150	57	175	130	115	.....	74
Pembroke.....	1,641	950	784	690	806	.....	277
Perth.....	203	187	239	243	181	7	55
Peterborough.....	932	684	952	1,001	649	.....	326
Pictou.....	131	31	119	117	98	.....	18
Port Arthur.....	2,767	4,077	1,442	1,409	1,277	.....	780
Port Colborne.....	208	172	372	327	189	4	97
Port Hope.....	142	169	148	126	99	.....	26
Prescott.....	126	81	186	143	121	.....	145
Renfrew.....	191	147	277	245	135	.....	17
St. Catharines.....	1,324	792	1,856	1,455	1,073	.....	1,395
St. Thomas.....	946	745	1,017	1,082	822	7	296
Sarnia.....	558	252	839	666	497	.....	212
Sault Ste. Marie.....	1,173	1,896	681	522	519	390
Simcoe.....	673	233	714	669	626	5	58
Smiths Falls.....	237	156	217	210	172	65

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					Regular	Casual	
Ontario—Cont.							
Stratford	633	211	769	747	522	50	215
Sturgeon Falls	338	187	266	260	186		78
Sudbury	2,910	1,675	2,363	2,118	1,729	32	904
Tillsonburg	368	99	163	164	137		12
Timmins	1,438	2,568	2,020	1,934	1,365	20	925
Toronto	24,630	19,321	21,943	18,920	12,507	169	12,105
Toronto Junction	2,745	1,589	3,009	2,837	1,751	11	1,004
Trenton	302	243	280	335	253		69
Walkerton	217	139	277	166	129		101
Wallaceburg	144	126	124	130	114		45
Welland	1,114	765	1,059	1,075	784		316
Weston	1,012	622	1,051	877	692		253
Windsor	2,005	601	6,045	2,441	1,714	67	5,552
Woodstock	296	416	469	494	233		115
Manitoba	8,555	5,983	10,703	9,196	5,319	872	6,511
Brandon	778	534	600	568	431		220
Dauphin	212	153	326	117	76		176
Elm Flon	73	77	104	98	85		14
Portage la Prairie	247	195	200	190	139	5	122
Selkirk	75	47	98	79	74		38
The Pas	83	113	125	74	52	1	48
Winnipeg	7,087	4,864	9,250	8,070	4,462	866	5,893
Saskatchewan	5,570	3,548	7,498	6,087	3,741	267	2,647
Estevan	256	192	351	357	325		51
Moose Jaw	661	418	740	778	390	12	420
North Battleford	165	203	200	109	99		73
Prince Albert	546	286	770	660	509		207
Regina	1,811	1,151	2,498	2,327	1,195	178	771
Saskatoon	1,516	934	2,211	1,232	673	64	936
Swift Current	122	69	122	104	97		8
Weyburn	363	195	390	383	386		36
Yorkton	130	100	216	137	67	13	145
Alberta	9,633	5,834	9,145	8,518	5,968	440	3,687
Black Diamond	68	29	80	65	52		27
Blairmore	149	341	90	77	70		39
Calgary	3,494	1,845	3,662	3,195	2,137	175	1,743
Drumheller	199	343	187	203	159		55
Edmonton	4,289	2,054	4,059	3,024	2,749	256	1,434
Edson	244	282	50	55	72		26
Lethbridge	612	375	527	513	375	5	157
Medicine Hat	312	203	313	323	235	1	105
Red Deer	266	362	177	163	119		101
British Columbia	23,206	13,665	28,419	20,845	15,751	742	15,280
Chilliwack	694	374	459	482	476		198
Courtenay	267	402	130	101	162		102
Cranbrook	255	293	198	197	184	1	53
Dawson Creek	190	68	171	166	199		18
Duncan	340	285	158	164	299		33
Fernie	72	159	31	32	30		9
Kamloops	741	404	491	443	747		78
Kelowna	634	293	452	470	385		105
Nanaimo	373	197	437	343	275	5	249
Nelson	296	313	418	344	204		389
New Westminster	1,734	732	1,955	1,457	1,246	15	1,150
North Vancouver	324	174	468	291	262		379
Penticton	351	310	217	225	129	2	64
Port Alberni	625	355	251	243	349	15	102
Prince George	740	359	504	531	508	13	79
Prince Rupert	327	266	362	240	216		105
Princeton	68	59	72	63	88		11
Trail	228	173	260	176	150		102
Vancouver	12,304	7,072	18,478	12,410	7,838	590	10,431
Vernon	514	207	569	498	452	25	118
Victoria	1,982	1,083	2,210	1,877	1,482	76	1,463
Whitehorse	147	87	98	92	70		42
Canada	211,149	156,295	236,712	169,069	122,400	3,433	129,427
Male	161,911	115,349	185,340	131,671	100,461	1,249	96,620
Female	49,238	40,946	51,372	37,398	21,939	2,184	32,807

average of 161 placements compared with 130 in the preceding period and 181 in the four weeks ending September 28, last year. The most important changes by industrial divisions

from the corresponding period in 1944, were moderate gains in agriculture and construction which were more than offset by declines in services, mining and trade. Placements by

industrial divisions included: manufacturing 1,085; construction 598; services 494; trade 484; public utilities operation 450 and agriculture 347. There were 3,009 men and 667 women in regular employment.

Quebec

Orders received at Employment Offices in the Province of Quebec during the period ending September 27, called for a daily average of 2,681 workers in contrast with 2,294 in the preceding four weeks and 3,186 during the same period a year ago. The average number of placements effected daily was 1,367 during the period under review, in contrast with 1,188 in the previous four weeks and 1,751 during the period ending September 28, 1944. A marked decrease in manufacturing followed by fairly large losses in services, public utilities operation and trade and declines of smaller proportions in finance and insurance accounted for the reduction in placements from the four weeks ending September 28, a year ago. These losses were somewhat modified by appreciable gains in forestry and logging, agriculture, and construction together with a smaller increase in mining. Industrial divisions in which the majority of placements were effected were: manufacturing 9,663; forestry and logging 6,388; construction 5,181; services 3,488; trade 2,255; agriculture 1,607; public utilities operation 1,588 and mining 1,023. Placements in regular employment numbered 27,137 of men and 4,010 of women.

Ontario

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Ontario during the period under review, was 3,795 in contrast with 3,805 during the four weeks ending August 30, and 4,142 in the period terminating September 28, a year ago. Placements showed an increase when compared with the preceding period but a decrease in contrast with the four weeks ending September 28, 1944. The daily average was 2,311 during the period under review, 1,951 in the four weeks ending August 30, and 2,536 during the period ending September 28, a year ago. The reduction in the daily average of placements from the four weeks ending September 28, last year was due to a marked decrease in manufacturing supplemented by substantial declines in trade and services. In addition moderate losses were reported in forestry and logging, finance and insurance, and agriculture. There was a substantial increase in construction and smaller gains in public utilities operation, and mining. Placements by industrial divisions included: manu-

facturing 21,852; services 7,932; construction 7,853; trade 5,684; public utilities operation 4,908; forestry and logging 2,080; mining 1,299; agriculture 786 and finance and insurance 757. Regular placements numbered 42,532 of men and 9,924 of women.

Manitoba

During the four weeks ending September 27, 1945, the daily average of positions offered through Employment Offices in Manitoba was 373, compared with 432 in the previous period and 473 in the four weeks terminating September 28, a year ago. The average number of placements registered daily was 269 during the period under review, compared with 243 in the preceding period and 286 during the same period last year. Reduced placements in trade and services accounted for the decline in placements from the period ending September 28, last year. A moderate increase in construction and slight gains in agriculture, manufacturing, public utilities operation, and mining were the only advances registered. Industries in which employment was secured for more than 100 workers included: manufacturing 1,780; trade 1,306; services 1,166; construction 717; public utilities operation 686 and agriculture 346. There were 3,824 men and 1,495 women placed in regular employment.

Saskatchewan

Employment opportunities as indicated by orders received at offices in Saskatchewan during the period under review showed a daily average of 243 compared with 257 in the preceding period and 252 during the four weeks ending September 28, 1944. Placements increased under both comparisons the daily average being 174 during the period under review in contrast with 145 in the previous four weeks and 161 during the corresponding period last year. When comparing placements, by industrial divisions, with the period ending September 28, last year, moderate declines were noted in trade and services but these were more than offset by gains in agriculture and construction. There were nominal changes only in all other groups. Placements by industrial groups included: agriculture 984; services 793; trade 759; manufacturing 549; construction 514 and public utilities operation 326. Regular placements numbered 2,981 of men and 760 of women.

Alberta

Orders listed at Employment Offices in Alberta during the period August 31 to September 27, called for a daily average of 419 workers, in contrast with 432 in the previous period and 484 during the corresponding four

weeks of 1944. Placements showed a daily average of 279, in comparison with 260 in the previous four weeks and 293 during the period terminating September 28, last year. The most significant changes in placements from the four weeks ending September 1944, were moderate declines in agriculture and services, but these were in part offset by increases in construction and manufacturing. Placements by industrial division numbered: services 1,368; manufacturing 1,112; trade 1,085; construction 1,001; public utilities operation 710; agriculture 591 and mining 405. There were 4,674 men and 1,294 women placed in regular employment.

British Columbia

There was a decrease in the average number of positions available daily at Employment Offices in the Province of British Colum-

bia during the period ending September 27, 1945, there being 1,009 in contrast with 1,098 during the previous four weeks and 1,037 during the period September 1 to September 28, 1944. There was a daily average of 717 placements in comparison with 656 in the preceding period and 734 during the four weeks terminating September 28, last year. Placements in trade, services, and manufacturing were considerably fewer than during the period ending September 28, a year ago. These losses were offset in part by a substantial gain in construction and moderate increases in forestry and logging, public utilities operation, and mining. Industrial divisions in which most of the placements were effected were: manufacturing 4,630; services 2,827; construction 2,367; logging 2,117; trade 2,051 and public utilities operation 1,731. Regular placements numbered 12,910 of men and 2,841 of women.

Quarterly Report of National Employment Service Offices, June 29 to September 27, 1945

REPORTS received from the Employment Offices of the Unemployment Insurance Commission during the quarter June 29 to September 27, 1945, showed declines of 9.2 and 15.5 per cent respectively in vacancies notified and placements effected, when compared with those reported by the offices in the corresponding quarter of 1944. All industrial groups except construction, forestry and logging, and mining recorded decreases in both vacancies and placements, the losses in manufacturing and gains in construction being the greatest changes in both instances. All provinces registered declines in both vacancies and placements.

From the chart appearing elsewhere, which accompanies the article on the work of the Employment Offices for the four-week period August 31 to September 27, 1945, it will be noted that the curve of vacancies in relation to applications took an upward course in July but showed a decline in August and September. The curve of placements in relation to applications rose slightly during July and dropped during August and September, the levels at the close of the quarter being lower for both vacancies and placements than those shown at the end of the corresponding period last year. During the thirteen weeks June 29 to September 27, 1945, there was a ratio of 99.5 vacancies and 57.7 placements for each one hundred applications for employment, as compared with 115.0 vacancies and 71.6 placements during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 8,579; of applications registered 8,618; and of placements effected 4,972 in contrast with a daily average of 9,320 vacancies, 8,098 applications and 5,806 placements during the same quarter of 1944.

During the three months July to September, 1945, the offices reported that they had referred 509,232 persons to positions and had effected a total of 372,907 placements, of which 361,832 were in regular employment and 11,075 in casual work. Of the placements in regular employment, 296,591 were of males and 65,241 of females. A comparison with the corresponding period of 1944, shows that 441,265 placements were then made, of which 430,386 were in regular employment and 10,879 in casual work. Applications for employment during the period under review were received from 502,835 males and 143,537 females, a total of 646,372, in contrast with the registration of 615,451 during the same period last year. Employers notified the offices during the quarter July to September, 1945, of 643,387 vacancies of which 489,706 were for males and 153,681 for females, as compared with 708,285 opportunities for work offered during the corresponding period a year ago.

The accompanying table gives the vacancies and placements of the National Employment Offices by industrial group in the various provinces during the period June 29 to September 27, 1945.

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND SELECTIVE

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	126	38	14	277	194	2	1,005	471	.....	2,062	1,689	12
Fishing, Hunting and Trapping	12	8	1	43	16	.....	2	2	.....	.....	19	.....
Forestry and Logging	30	5	.....	1,059	116	.....	3,619	411	.....	28,242	14,853	86
Mining	5	3	.....	495	416	.....	291	218	.....	4,466	3,173	.....
Metallic Ores and Prospecting.....	.....	.....	.....	14	.....	.....	.....	.....	.....	2,791	1,984	.....
Coal.....	.....	.....	.....	431	390	.....	262	188	.....	93	33	.....
Oil, Gas Wells, Quarrying.....	5	3	.....	50	25	.....	29	20	.....	1,562	1,156	.....
Manufacturing	260	220	3	5,831	4,164	1	4,184	3,130	7	69,500	33,497	48
Food and Kindred Products.....	162	132	.....	903	677	1	1,080	730	.....	9,211	4,109	2
Textiles, apparel, etc.....	19	17	.....	395	291	.....	387	290	.....	18,077	6,753	26
Lumber and Finished Lumber Products.....	10	8	.....	317	230	.....	854	670	2	6,185	3,823	7
Pulp, Paper Products and Printing.....	9	10	.....	245	104	.....	499	423	5	4,799	3,278	4
Chemical and Allied Products.....	56	44	3	70	40	.....	174	132	.....	2,320	1,230	.....
Products of Petroleum and Coal.....	.....	.....	.....	1	.....	.....	26	14	.....	633	419	.....
Rubber Products.....	.....	.....	.....	35	19	.....	52	40	.....	1,447	770	.....
Leather and its Products.....	.....	.....	.....	137	87	.....	93	84	.....	2,944	1,150	1
Stone, Clay and Glass Products.....	4	4	.....	899	916	.....	394	231	.....	1,885	1,031	.....
Iron and Steel and their Products.....	.....	.....	.....	19	22	.....	2	1	.....	5,285	2,778	1
Non-Ferrous Metal Products.....	.....	.....	.....	14	11	.....	19	18	.....	2,313	1,100	.....
Machinery.....	.....	5	.....	2,763	1,740	.....	537	454	.....	2,498	1,307	.....
Transportation Equipment.....	.....	.....	.....	33	26	.....	67	43	.....	9,887	5,002	.....
Miscellaneous.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2,016	747	7
Construction	202	166	.....	3,279	2,039	17	2,326	1,619	4	26,046	15,158	22
Public Utilities Operation	122	107	.....	2,945	2,200	14	2,122	1,775	.....	10,027	6,291	16
Heat, Light and Power.....	33	27	.....	74	58	.....	37	24	.....	919	764	.....
Transportation and Storage.....	68	69	.....	2,732	2,043	14	1,939	1,650	.....	8,364	5,111	16
Communications.....	21	11	.....	139	99	.....	146	101	.....	744	416	.....
Trade	301	253	1	3,079	1,790	45	2,448	1,548	4	12,998	6,365	18
Finance and Insurance	22	14	.....	227	107	.....	174	114	5	2,200	940	3
Services	471	339	2	4,231	2,323	190	2,787	1,576	79	22,507	10,782	294
Professional and Public.....	130	89	2	1,455	843	9	978	585	3	6,274	3,741	123
Recreational.....	11	7	.....	137	53	.....	128	43	.....	1,083	372	.....
Business.....	4	.....	.....	50	29	.....	18	17	.....	420	162	.....
Domestic.....	87	38	.....	385	63	174	231	47	50	1,761	162	129
Personal other than Domestic.....	44	39	.....	303	154	.....	223	138	.....	2,306	901	1
Hotels and Restaurants.....	163	134	.....	1,387	849	.....	852	433	2	7,322	4,036	3
All Others.....	32	32	.....	514	332	7	357	263	24	3,341	1,408	38
Totals	1,551	1,153	21	21,466	13,365	269	18,958	10,864	99	178,048	92,767	509
Males	915	651	19	16,529	10,980	141	15,086	8,727	9	142,297	79,747	250
Females	636	502	2	4,937	2,385	128	3,872	2,137	90	35,751	13,020	259

SERVICE OFFICES, JUNE 29, TO SEPTEMBER 27, 1945.

Ontario			Manitoba			Saskatchewan			Alberta			Br.-Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
10,670	6,725	289	1,407	906	7	2,562	1,759	3	2,420	1,496	3	600	531	18	21,129	13,809	348
23	12	.....	73	42	.....	2	.....	.....	3	4	.....	52	42	.....	210	145	1
18,634	4,098	5	107	28	.....	28	4	.....	411	173	1	10,973	6,709	16	63,103	26,397	118
7,732	3,240	.....	554	357	5	180	83	.....	2,600	1,274	7	1,861	1,000	10	18,184	9,764	22
7,097	2,831	.....	432	274	.....	.....	.....	.....	126	87	.....	1,321	707	5	11,781	5,884	5
19	7	.....	.....	.....	.....	117	49	.....	1,903	795	2	205	72	1	3,030	1,544	3
616	402	.....	122	83	5	63	34	.....	571	392	5	335	221	4	3,373	2,336	14
108,597	58,627	119	8,585	4,603	417	2,220	1,515	73	4,909	3,542	53	22,408	14,535	198	224,494	123,533	919
20,815	10,313	30	3,874	1,951	122	1,444	987	49	2,632	1,963	18	5,151	3,119	76	45,272	23,981	298
13,195	5,502	11	1,249	532	87	4	6	.....	177	100	.....	237	104	1	33,740	13,595	125
7,477	4,692	8	605	292	114	240	147	12	761	517	11	6,500	4,147	63	22,949	14,526	217
11,523	5,241	19	689	466	25	107	63	.....	150	97	11	1,996	1,249	1	20,017	10,931	65
4,005	2,506	8	237	140	20	95	75	1	71	60	1	431	290	11	7,459	4,517	44
663	473	.....	209	134	2	52	39	.....	57	65	.....	161	96	7	1,802	1,241	9
3,319	1,992	1	13	11	.....	.....	.....	.....	10	9	.....	25	12	.....	4,817	2,794	11
2,670	1,236	7	112	38	3	3	3	.....	6	2	2	87	49	1	5,909	2,537	14
2,849	1,638	4	209	142	7	101	67	3	414	303	5	401	203	1	6,089	3,555	20
13,331	8,674	8	500	332	4	41	30	.....	199	128	3	1,261	891	15	21,914	13,984	31
3,780	2,328	8	120	74	15	32	21	5	77	63	.....	691	547	11	7,034	4,156	39
11,988	6,856	8	199	121	5	89	66	1	192	153	2	753	536	5	15,752	9,068	21
7,039	5,021	5	424	307	3	7	5	2	93	60	.....	4,445	3,118	6	25,195	15,712	16
3,943	2,155	2	145	63	10	5	6	.....	70	22	.....	266	174	.....	6,545	3,236	19
32,534	20,278	23	3,312	2,044	57	2,146	1,373	22	4,604	3,093	46	8,781	6,181	48	83,230	51,951	239
20,605	14,536	35	4,044	2,346	156	1,649	1,184	38	3,581	2,490	43	7,662	6,007	62	2,757	36,936	364
1,771	1,268	16	186	82	4	92	60	.....	323	257	.....	392	347	4	3,827	2,827	24
17,541	12,619	18	3,735	2,204	151	1,478	1,073	32	3,090	2,140	35	6,784	5,380	53	45,731	32,289	319
1,293	649	1	123	60	1	79	51	6	168	93	8	486	280	5	3,199	1,760	21
25,783	15,791	172	4,753	2,805	677	3,104	2,058	225	4,540	3,097	271	8,607	5,693	201	65,613	39,400	1,614
3,726	2,201	8	400	240	17	252	152	4	357	231	4	1,173	694	7	8,531	4,693	48
42,900	24,417	1,940	6,033	2,437	1,486	4,731	2,149	508	7,970	3,948	1,065	14,506	6,933	1,838	106,136	54,994	7,402
12,997	8,789	53	1,340	691	143	1,160	620	19	1,834	1,186	41	3,755	2,612	36	29,923	19,156	429
1,747	1,228	7	222	125	13	165	81	1	246	141	13	419	265	6	4,158	2,315	40
897	499	.....	115	65	4	51	33	1	393	240	73	273	156	22	2,221	1,201	100
4,555	428	1,752	1,461	72	1,061	679	54	332	1,798	166	882	2,876	140	1,682	13,833	1,170	6,062
3,525	1,715	7	503	235	20	352	216	5	584	357	6	866	462	3	8,706	4,217	42
13,426	8,136	31	1,684	873	195	1,447	775	3	2,037	1,155	33	4,530	2,171	9	32,848	18,612	276
5,753	3,622	90	708	376	50	877	370	147	1,078	703	17	1,787	1,127	80	14,447	8,233	453
269,204	149,925	2,591	29,268	15,808	2,822	16,874	10,277	873	31,395	19,348	1,493	76,623	48,325	2,398	643,387	361,832	11,075
201,842	122,336	594	19,845	11,568	1,251	11,922	7,837	399	22,595	14,870	526	58,675	39,875	769	489,706	296,591	3,958
67,362	27,589	1,997	9,423	4,240	1,571	4,952	2,440	474	8,800	4,478	967	17,948	8,450	1,629	153,681	65,241	7,117

Unemployment in Trade Unions at the Close of the Quarter Ending September 30, 1945

THE percentage of unemployment among members of trade unions increased to 1.4 at the end of the September quarter, nearly three times the .5 per cent recorded at June 30, 1945. This is the highest percentage shown since February, 1943, when it stood at 1.5.

Unemployment in the following report has reference only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or are engaged in work outside their own trades are not considered as unemployed. As returns from unions making reports vary from quarter to quarter, with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures quoted refer only to organizations reporting.

For the close of the quarter under review, returns from 2,307 local labour organizations were tabulated. These reported a total of 377,495 members of whom 5,398 or 1.4 per cent were without work. At the end of June, 1945, 2,238 locals reported a membership of 414,150, of whom 2,266 or .5 per cent were unemployed.

For September in 1944, the percentage of unemployment in trade unions was .3. In September, 1939, it was 9.1.

The increase in the percentage of unemployment at the end of September was due mainly to conditions reported by unions in the manufacture of iron products, non-ferrous metal products, and clothing, as well as by certain unions in the construction industry. Slight improvement as compared with the previous quarter was recorded among union workers in telegraph communication, in the manufacture of mineral products, chemicals and allied products and in miscellaneous manufacturing industries.

The percentage of trade union unemployment by provinces is shown in Table I. In comparison with the previous quarter, slight improvement in employment conditions was indicated for Ontario and Saskatchewan; they remained unchanged in Alberta and were less favourable in the remaining provinces. Quebec and British Columbia showed the most marked decrease in employment opportunities, the percentage of unemployment advancing from .6 and .2 per cent respectively at June 30 to 2.4 per cent for both provinces at the end of September. In Nova Scotia, the percentage of unemployed union members was 2.0. As compared with September of the previous year somewhat improved conditions were in-

dicated only for New Brunswick; lower employment levels prevailed in the other provinces.

A separate compilation is made each quarter of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. At the end of September, the percentages ranged from no unemployment reported in Halifax and Saint John to 2.2 per cent in Vancouver. In comparison with conditions at the end of the previous quarter, improvement was recorded only in Regina for which the percentage declined from 2.0 to .1, and Edmonton, for which the percentage declined from .3 to .2. The percentage of unemployed trade union members in Montreal increased from .2 to .7; in Toronto from .1 to .3; in Winnipeg from .2 to .5; and in Vancouver from .2 to 2.2. The figures for Halifax and Saint John remained unchanged.

Comparing the September, 1945, figures with those of September, 1944, improvement in employment was noted only in Halifax. For Saint John, Edmonton and Regina, the percentages were unchanged while recessions were recorded for the other principal cities. The most pronounced change was recorded for Vancouver where the percentage of unemployed trade unionists increased from .4 to 2.2.

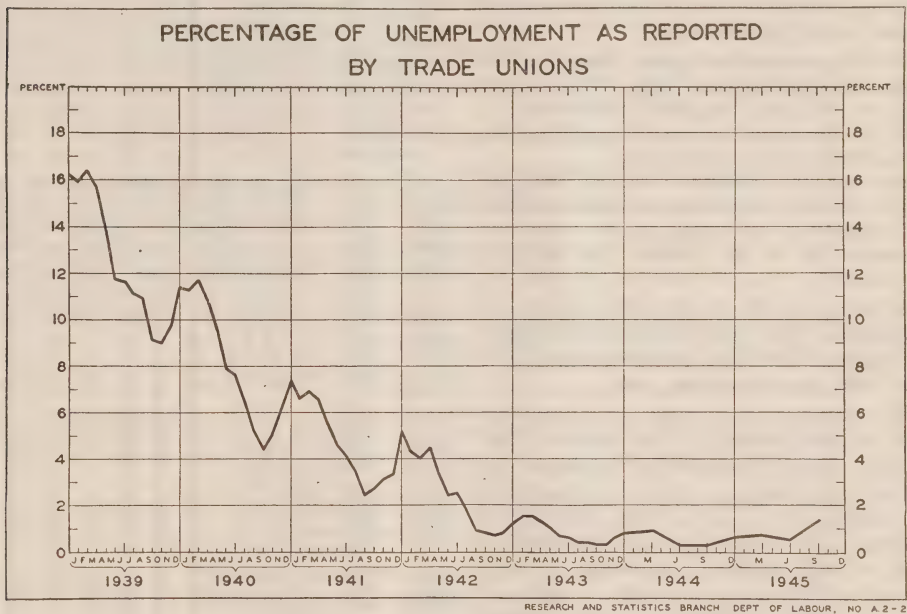
Returns were tabulated from 823 local union organizations in the manufacturing industries. These reported a combined membership of 174,633 of whom 4,286 or 2.5 per cent were listed as unemployed. At the end of the previous quarter, 794 local unions reported a total membership of 214,832 of whom 1,602 or .7 per cent were without work in September, 1944, .1 per cent of 220,441 members reported by 868 unions were shown as being without work. Among union members in mineral products, chemicals and allied products, and miscellaneous manufacturing industries, the employment situation was more favourable than at the end of June. The most important change in the group as compared with the previous quarter was recorded in the iron and its products industry and in the non-ferrous metals industry. In the former the percentage of union members unemployed rose from 1.1 per cent in June to 5.2 per cent in September and in the latter from 5.7 per cent in June to 9.0 per cent in September. The employment situation was less favourable also for workers in the manufacture of vegetable products, pulp and paper, paper products, electric current, wood products, fibres, textiles and textile products, for

garment workers, and for workers in animal products industries.

As compared with September, 1944, decreases in unemployment were noted in the manufacture of vegetable products, pulp and paper, paper products, and printing and publishing. The percentage of unemployed trade unionists increased in industries producing electric current, textiles and textile products, garments, and animal products. Most pronounced were the recessions in iron and its products and non-ferrous metals where the percentage of unemployed trade unionists increased respectively from .1 to 5.2 per cent and from full employment to 9.0 per cent.

in the quarter under review as compared with the quarter ending June 30, an increase was recorded over the almost full employment noted in September, 1944.

In the mining group, 74 unions reported a total membership of 32,135 persons of whom 115 or .4 per cent were unemployed at the end of September. The same per cent was registered in June, but is a slight decrease compared with .5 per cent at the end of September in the previous year. Unemployment in coal mining was recorded as .1 per cent; this is an increase from the full employment in June, but a decrease from .2 per cent in September, 1944. No unemployment was reported among metal miners at Sept-



Reports were received from 880 locals in the transportation industries with a combined membership of 94,572 of whom 338 or .4 per cent were without work on the reporting date. In comparison, .3 per cent were unemployed at the end of the previous quarter and in September, 1944. Unemployment among union workers in navigation increased to 1.5 per cent from .7 at June 30, but decreased from 3.1 per cent at the end of September in the previous year. The unemployment recorded in steam railway operations was not changed from the previous quarter nor from the corresponding month in the previous year when the percentage was .3. While unemployment in unions in local and highway transportation showed no change

ember 30, but 2.8 per cent of 3,551 non-metallic miners other than coal miners were without work at the same date. Unions of non-metallic miners reported an unemployment percentage of 3.5 for June, 1945, and September, 1944.

The Department received reports from 196 locals in the building and construction trades with a combined membership of 26,356 persons of whom 399 or 1.5 per cent were unemployed. In comparison .3 were unemployed at the end of June, 1945, and .7 at September, 1944. The most marked recessions occurred among electrical workers and plumbers and steamfitters, namely from full employment to 4.0 per cent and from .1 to 5.0 per cent respectively. Reports from unions in these two trades

indicated a shortage of materials which might account for the increase in the percentage of unemployment. Bridge and structural iron workers continued to be fully employed while improvement was noted among bricklayers, masons and plasterers and steam-shovel and dredgemen. The percentage of unemployment among granite and stonecutters remained unchanged but slight recessions were noted in hod carriers and miscellaneous building workers, carpenters, and painters and decorators.

Unemployment among trade union members in public and personal services increased to .4 per cent from .2 per cent and .3 per cent reported respectively at the end of June, 1945, and September, 1944. Employment in the retail trades decreased from full employment at June 30 to .3 per cent unemployed for the period under review.

The communications group showed a decrease of unemployment from 1.3 to .1 per cent of the total reported membership of 8,822. At the same date in the previous year, 1.9 per cent were unemployed.

One union of fishermen reported 36.4 per cent or 100 of its 275 members as unemployed. This sample is too small to be considered representative of the general conditions in the industry.

At the end of the quarter under review, full employment was reported for lumber workers and loggers. The same situation prevailed in June, 1945, and September, 1944.

The accompanying chart illustrates the trend of unemployment from January, 1939, to date. Table I shows by provinces the average percentage of union members who were unemployed each year from 1933 to 1944 inclusive. Also indicated is the percentage of those without work for September of each year since 1932, for each month of 1943, and for each quarter of 1944. Table II indicates

the percentage of unemployment in the various groups of industries at certain dates since 1932.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

NOTE.—In percentages shown below, "O" indicates no unemployment. When "O" is used, negligible unemployment (less than .05 per cent) is indicated.

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.5	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	.8	.9	1.1	.6	.9	.7	.8	.4	.8
Average 1944.....	.2	.6	.7	.4	.5	.6	.6	.5	.5
Sept., 1932.....	11.7	13.1	23.6	23.1	18.7	11.0	19.1	19.7	20.4
Sept., 1933.....	11.0	10.4	24.1	20.9	19.1	13.5	19.7	21.3	19.8
Sept., 1934.....	7.3	6.6	21.2	16.7	14.6	9.0	15.3	18.1	16.4
Sept., 1935.....	6.0	8.7	20.4	10.4	8.1	6.2	13.7	14.0	13.0
Sept., 1936.....	6.2	8.0	17.1	9.0	8.0	5.8	9.5	8.5	10.9
Sept., 1937.....	3.1	6.1	12.4	4.2	7.4	6.0	10.4	8.4	7.7
Sept., 1938.....	5.4	9.9	14.9	8.8	10.1	3.8	9.0	9.1	10.4
Sept., 1939.....	7.4	6.1	13.2	7.6	4.0	3.2	6.2	10.0	9.1
Sept., 1940.....	1.2	3.5	6.5	2.7	5.4	3.9	5.5	5.7	4.4
Sept., 1941.....	1.8	1.8	3.7	2.1	2.8	1.6	1.9	2.5	2.7
Sept., 1942.....	.8	1.1	1.3	.5	.5	.9	.9	.3	.8
Sept., 1943.....	.1	.4	.4	.3	.3	.7	.1	.2	.3
Sept., 1944.....	.2	.7	.4	.2	.1	.5	.1	.4	.3
Sept., 1945.....	2.0	.5	2.4	.5	.4	.4	.3	2.4	1.4
March 1943.....	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
June 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
Sept. 1943.....	.1	.4	.4	.3	.3	.7	.1	.2	.3
Dec. 1943.....	2.9	.3	.7	.5	.8	.8	.9	.5	.8
Mar. 1944.....	.4	.9	.9	.9	.9	.7	.4	.7	.9
June 1944.....	.1	.6	.4	.2	.2	.5	.2	.2	.3
Sept. 1944.....	.2	.7	.4	.2	.1	.5	.1	.4	.3
Dec. 1944.....	.0	.2	.9	.4	.8	.5	.7	.6	.6
Mar. 1945.....	.5	.0	1.2	.6	.9	.8	.3	.5	.7
June 1945.....	1.2	.1	.6	.7	.2	.9	.3	.2	.5
Sept. 1945.....	2.0	.5	2.4	.5	.4	.4	.3	2.4	1.4

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment. Where "0.0" is used, negligible unemployment (less than .05 per cent) is indicated.

Month	Fishing	Lumbering and logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations
September, 1932	10.6	42.3	32.3	21.3	8.6	16.2	20.1	14.7	0.19	2.14	0.32	3	7.6	80.0	6.8	....	27.0	11.1	30.1	0	....	47.9	61.5	11.3	31.4	12.5	1.7	9.1	9.3	0	1.9	11.9	7.1	20.0	20.4
September, 1933	24.8	16.9	9.8	21.3	9.8	15.4	15.5	15.4	8.7	28.0	8.1	14.1	7.7	6.4	23.6	....	25.6	16.7	33.1	0	....	50.9	65.5	12.0	42.1	12.3	1.1	11.5	11.7	0	6.1	11.0	5.2	20.2	19.8
September, 1934	44.4	44.7	11.7	16.0	7.3	10.4	10.4	10.3	0.23	1.5	0.6	4.7	20.5	6.3	8.9	....	19.4	5.6	42.2	0	....	55.5	53.9	8.1	46.8	7.8	8.1	11.9	12.2	0	11.9	6.7	3.2	14.6	16.4
September, 1935	16.7	6.9	9.5	12.7	8.4	7.4	4.1	10.1	0.9	5.1	21.5	4.3	8.9	27.1	....	....	16.3	13.3	34.1	0	....	35.2	41.5	6.5	34.3	6.7	0	11.1	11.3	0	10.4	9.2	2.2	10.4	13.0
September, 1936	6.3	1.9	12.0	10.9	9.6	6.2	3.7	8.4	0.9	9.0	5.9	10.0	5.4	16.3	....	....	12.0	10.7	49.1	0	....	38.4	43.2	5.8	23.8	6.1	1.1	9.5	9.7	0	5.3	4.7	2.2	8.0	10.9
September, 1937	16.2	2.2	7.7	7.9	7.4	7.0	8.0	5.8	0	5.0	4.2	4.4	5.4	7.4	11.2	....	8.5	5.3	3.2	0	....	37.9	19.2	4.8	23.4	4.6	6	7.4	7.6	0	0	3.9	7.3	7.7	
September, 1938	1.1	22.0	5.4	11.8	9.3	4.8	3.6	6.6	....	18.5	9.2	12.4	8.4	8.8	10.2	....	18.3	13.4	15.9	0	....	22.9	28.7	5.8	34.9	5.9	1.0	7.2	7.4	0	1.4	0	1.1	15.2	10.4
September, 1939	7.9	21.2	5.9	10.8	3.7	6.8	6.4	7.4	0.22	9.0	3.1	1.2	3.9	3.0	20.8	....	14.6	13.4	15.9	0	....	35.4	21.3	4.2	40.7	3.8	3.8	7.2	7.4	0	2.1	4.0	1.2	6.5	9.1
September, 1940	5.0	14.5	5.6	4.4	3.1	3.1	1.3	6.1	0	1.9	3.0	3.4	2.4	6.4	11.5	....	0	1.5	2.1	0	....	16.3	7.1	3.4	23.9	3.3	3.3	5.3	5.4	0	2.1	4.0	1.2	6.5	9.1
September, 1941	10.4	6.4	2.1	1.6	1.1	1.0	5.3	2.3	0	1.2	2.2	0	1.2	0.9	....	....	0	1.5	1.4	0	....	9.6	7.1	2.3	15.3	2.0	1.0	7.2	7.4	0	2.1	4.0	1.2	6.5	9.1
September, 1942	9.9	0	8.4	0	1.7	3.3	1.5	2.0	0	1.2	2.2	0	1.2	0.9	....	....	0	1.5	1.4	0	....	0	2.5	1.0	3.1	3.1	3.1	3.7	3.7	0	0	0	0	0	0
September, 1943	0	0	1.1	2.0	2.2	2.3	2.3	3.3	0	2.2	2.2	0	2.3	0	1.5	....	0	1.5	1.4	0	....	0	2.5	1.0	3.1	3.1	3.1	3.7	3.7	0	0	0	0	0	0
September, 1944	11.1	0	5.1	1.1	4.3	2.4	2.2	2.0	0	4.2	2.0	0	4.2	0	1.5	....	0	1.5	1.4	0	....	0	2.5	1.0	3.1	3.1	3.1	3.7	3.7	0	0	0	0	0	0
September, 1945	36.4	0	4.4	2.5	3.3	2.3	2.3	3.1	1.1	4.4	4.4	0	1.0	0	1.5	....	5.2	9.0	0	0	....	0	0	1.5	1.5	1.3	2.1	1.1	1.1	1.2	0	0	0	0	0
March, 1943	7	0	2.3	2.3	2.3	2.5	3	1.0	0	0	2.0	0	2.3	1.0	2.4	....	0	1.0	0	0	....	0	5.3	9.0	1.1	5.5	1.2	2	1.8	1.9	0	0	0	0	0
June, 1943	....	0	6.3	0	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
September, 1943	....	0	1.2	0	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
December, 1943	....	0	1.2	0	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
March, 1944	....	0	3.6	0	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
June, 1944	....	0	3.1	1.1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
September, 1944	....	0	3.1	1.1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
December, 1944	....	0	3.1	1.1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
March, 1945	....	0	3.1	1.1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
June, 1945	....	0	3.1	1.1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
September, 1945	....	0	3.1	1.1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....

DURING the month of October, 1945, the number of strikes and lockouts on record in Canada showed a decrease of one as compared with the previous month, the number of workers involved was slightly higher, while the time loss in man-working days rose sharply. Preliminary figures show 16 strikes in existence during October, 1945, involving 22,257 workers, with a time loss of 419,210 days, as compared with 17 strikes in September, 1945, with 19,754 workers involved and a time loss of 185,251 days. In October, 1944, there were 14 strikes, involving 4,260 workers, with a time loss of 7,139 days.

Preliminary figures for the first ten months of this year show 154 strikes, involving 66,975 workers, with a time loss of 774,754 man-days, as compared with 180 strikes, with 71,793

workers involved and a time loss of 472,533 days, for the same period last year.

Of the 16 strikes recorded for October, 1945, 4 resulted in favour of the workers, 6 in favour of the employers and 3 were indefinite in result, work being resumed pending final settlement. At the end of the month there were 3 strikes recorded as unternminated, namely: wire factory workers at Guelph, Ont., motor vehicle factory workers at Windsor, Ont., and foundry workers at Moncton, N.B.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
*April.....	9	9	4,363	4,363	25,169
*May.....	9	9	3,035	3,035	6,340
*June.....	12	12	2,773	2,773	4,688
*July.....	26	28	11,647	11,884	45,273
*August.....	20	31	7,494	13,159	41,297
*September.....	15	17	19,535	19,754	185,251
*October.....	11	16	3,091	22,257	419,210
*Cumulative totals.....	154	.....	66,975	.....	774,754
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
April.....	12	12	14,384	14,384	115,994
May.....	24	25	9,481	22,827	126,386
June.....	22	23	5,840	5,980	9,528
July.....	22	23	9,229	9,571	26,023
August.....	22	26	9,086	12,585	120,283
September.....	9	9	1,024	1,024	800
October.....	14	14	4,260	4,260	7,139
Cumulative totals.....	180	.....	71,793	.....	472,533

* Preliminary.

† Strikes unternminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1945*

Industry, occupation and locality	Number involved		Time loss in man- working days	Particulars†
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to October, 1945				
MINING— Coal miners, Alberta and British Columbia.	65	9,000	140,000	Commenced September 27; protest against meat rationing; terminated October 20; return of workers; in favour of employers.
MANUFACTURING— <i>Metal Products</i> — Wire factory workers, Guelph, Ont.	1	95	2,000	Commenced August 16; for implementation of Majority Report of Conciliation Board re check-off; unternminated.
Motor vehicle factory workers, Windsor, Ont.	3	10,000	270,000	Commenced September 12; for a new agree- ment providing for union shop, check-off, grievance procedure, etc.; unternminated.
Steel mill workers, brick- layers, Sydney, N.S.	1	36	75	Commenced September 30; against change in working conditions and reduction in number of workers on Sunday shift; terminated October 3; negotiations; in favour of work- ers.
CONSTRUCTION— <i>Highway</i> — Road construction work- ers, Glance Bay, N.S.	1	35	100	Commenced August 22; for increased wages; employment conditions no longer affected by October 5; indefinite.
Strikes and Lockouts in Progress During October, 1945				
MINING— Coal miners, North Minto, N.B.	1	17	34	Commenced October 12; against penalty deductions from wages for loading dirty coal; terminated October 13; return of workers; in favour of employer.
Coal miners, Springhill, N.S.	1	1,500	1,500	Commenced October 16; against alleged delay of NWLB‡ in giving decision re wage increases; terminated October 16; return of workers; in favour of employer.
Coal miners, Glance Bay, N.S.	1	1,000	1,000	Commenced October 17; against suspension of three miners for alleged insubordination; terminated October 17; return of workers pending investigation; indefinite.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Silk products factory workers, Hull, P.Q.	1	50	375	Commenced October 9; for union recognition; terminated October 17; return of workers and replacement; in favour of employer.
<i>Printing and Publishing</i> — Printers, Windsor, Ont.	1	(a) 58	110	Commenced October 3; for a greater increase in wages than approved by RWLB‡; terminated October 4; return of workers; in favour of employer.
<i>Metal Products</i> — Foundry workers, Moncton, N.B.	1	45	575	Commenced October 16; refusal of moulders to work on piece-work rates following change-over from incentive bonus; untermi- nated.
Metal factory workers, Hamilton, Ont.	1	(b) 136	500	Commenced October 19; alleged delay in negotiations for a new agreement; ter- minated October 23; conciliation, provin- cial, and return of workers pending further negotiations; indefinite.
Foundry workers, Sackville, N.B.	1	50	335	Commenced October 22; re vacations with pay; terminated October 29; return of workers; in favor of employer.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1945*—Concluded

Industry, occupation and locality	Number involved		Time loss in man- working days	Particulars†
	Establish- ments	Workers		
Strikes and Lockouts in Progress, During October, 1945—Concluded				
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Vernon, B.C.	1	(c) 28	42	Commenced October 12; against reduction in wages from Vancouver to local rates; terminated October 16; negotiations and reference to WLB‡; in favour of workers.
TRADE— Jewelers, Toronto, Ont.	28	175	2,500	Commenced October 4; for a new agreement providing for apprenticeship control, vacations with pay, hours of work, etc.; terminated October 22; negotiations; in favour of workers.
SERVICE— <i>Business and Personal—</i> Beverage dispensers, Lethbridge, Alta.	6	32	64	Commenced October 16; for a new agreement providing for parity in wages and working conditions; terminated October 17; conciliation, provincial; in favour of workers.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ NWLB—National War Labour Board; RWLB—Regional War Labour Board; WLB—Western Labour Board.

(a) 49 indirectly affected; (b) 117 indirectly affected; (c) 14 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to war conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in August, 1945, was 164 and 20 were still in progress from the previous month, making a total of 184 during the month, in which 41,200 workers were involved and a time loss of 104,000 working days was caused.

Of the 164 stoppages which began during August, 27 arose out of demands for advances in wages, 43 over other wage questions, 7 on questions as to working hours, 21 on ques-

tions respecting the employment of particular classes or persons, 57 on other questions respecting working arrangements, and 9 over questions of trade union principle.

British India

Preliminary figures for April, 1945, show 59 work stoppages, involving 45,623 workers, with a time loss of 276,856 man-days, as compared with 65 work stoppages in May, 1945, involving 30,014 workers, with a time loss of 88,796 man-days. In June, 1945, there were 68 work stoppages, involving 54,353 workers, with a time loss of 112,911 days.

New Zealand

Preliminary figures for the first six months of 1945 show 92 work stoppages in which 18,720 workers were involved and a time loss of 27,555 working days was caused.

United States

Preliminary figures for September, 1945, show 550 strikes and lockouts beginning in the month, in which 455,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,650,000 man-days. Corresponding figures for August, 1945, are 410 strikes and lockouts, involving 220,000 workers, with a time loss of 1,350,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, October, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

A DROP of 0.2 points to 119.7 occurred in the official cost-of-living index between September 1 and October 1, 1945. This was due to further weakness in food prices, the index for which dropped 0.9 to 133.3, reflecting seasonal declines for potatoes and other vegetables. These outweighed strength in eggs. Other group changes were higher, rentals advancing from 112.1 to 112.3, clothing from 122.2 to 122.4 and miscellaneous items from 109.5 to 109.6. Two groups were steady, fuel and light at 106.7 and homefurnishings and services at 119.4.

Bi-monthly cost-of-living indexes for eight regional cities were lower between August and October, 1945, due principally to seasonal declines in foods. Other sub-groups were mainly steady to higher over the same period.

The Halifax cost-of-living index, off 1.7 points to 119.4 recorded the sharpest decline due to a decrease of 6.6 points for foods, while the Vancouver series moved down 1.5 points to 117.9 following a 4.8 decrease in foods. Reflecting food price recessions of 5.0 and 4.1 points Saint John and Montreal cost-of-living indexes were each 1.4 points lower at 119.5 and 122.2 respectively. Winnipeg living costs at an index level of 116.8 in October recorded a decrease of 1.2 points due to a drop of 4.2 points in foods while Saskatoon at 120.3, Toronto at 117.7 and Edmonton at 117.1 were down 0.9, 0.7 and 0.6 points respectively. Corresponding index declines for foods in these centres were 2.9, 2.6 and 2.2 points.

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1945

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

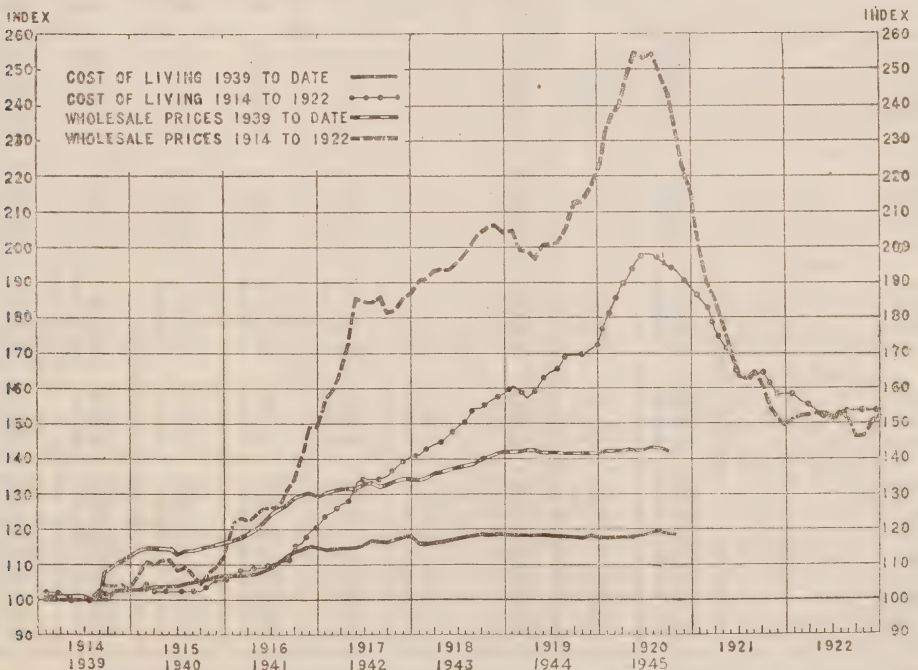


TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the Beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		81.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1923.....		121.8	133.3	115.0	116.8	139.1		106.1	
1926.....		119.9	130.8	114.5	114.4	135.6		105.1	
1927.....		120.5	131.5	117.3	113.2	135.5		104.8	
1928.....		121.7	134.7	119.7	112.6	134.8		105.0	
1929.....		95.6	92.7	93.2	102.1	97.1		97.8	
1934.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1935.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1936.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1937.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1938.....									
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.6	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
May 1.....	118.1	119.0	131.7	112.1	106.6	122.0	118.9	109.4	125.5
June 1.....	118.7	119.6	133.4	112.1	106.6	122.1	118.9	109.4	126.4
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
August 1.....	119.5	120.5	136.2	112.1	106.5	122.1	119.3	109.5	127.8
September 1.....	118.9	119.9	134.2	112.1	106.7	122.2	119.4	109.5	126.9
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the aver-

TABLE II—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1945

(Base:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	119.4	141.5	105.7	107.3	119.7	115.6	109.8
Saint John.....	119.5	133.2	107.8	114.2	122.8	117.0	110.0
Montreal.....	122.2	140.7	108.8	109.7	124.7	120.0	107.7
Toronto.....	117.7	130.7	111.1	111.4	119.1	115.1	109.8
Winnipeg.....	116.8	131.7	104.7	109.0	119.6	117.7	108.1
Saskatoon.....	120.3	136.5	113.2	110.4	120.9	120.1	107.9
Edmonton.....	117.1	135.3	100.0	103.6	124.3	117.3	109.1
Vancouver.....	117.9	134.6	100.2	114.2	126.1	115.6	108.8

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—OCTOBER, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR OCTOBER, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	Mar. 1944	June 1944	Sept. 1944	Dec. 1944	Mar. 1945	June 1945	Aug. 1945	Sept. 1945	Oct. 1945	Price Oct. 1945
Beef, sirloin steak.....	lb.	100.0	120.7	143.0	143.7	154.1	153.8	153.8	154.5	154.8	154.8	154.8	43.2
Beef, round steak.....	lb.	100.0	125.7	154.9	154.9	167.1	166.7	166.7	167.1	167.9	167.9	167.9	39.8
Beef, rib roast.....	lb.	100.0	125.5	173.9	173.5	172.6	172.2	173.5	173.5	174.3	174.3	174.3	40.1
Beef, shoulder.....	lb.	100.0	132.7	180.5	178.0	161.6	161.0	161.0	161.6	161.6	161.6	161.6	25.8
Beef, stewing.....	lb.	100.0	136.7	181.0	178.6	169.0	168.3	168.3	168.3	168.3	168.3	168.3	21.2
Veal, forequarter.....	lb.	100.0	139.3	176.3	174.0	173.4	174.0	174.0	173.4	174.0	174.0	174.0	29.5
Lamb, leg roast.....	lb.	100.0	109.9	141.9	143.7	152.5	147.2	148.6	153.5	164.4	159.2	153.9	43.7
Pork, fresh loins.....	lb.	100.0	125.3	138.5	138.8	138.8	141.2	141.9	142.7	143.8	143.1	143.5	37.3
Pork, fresh shoulder.....	lb.	100.0	127.0	147.4	146.4	146.4	142.9	142.3	142.9	143.4	142.9	142.9	28.0
Bacon, side, med. sliced.....	lb.	100.0	132.3	140.6	140.0	140.0	140.9	140.9	141.2	141.5	141.8	142.2	46.2
Lard, pure.....	lb.	100.0	151.3	159.6	152.6	150.9	154.4	156.1	157.0	157.9	158.8	158.8	18.1
Shortening, Vegetable.....	lb.	100.0	134.7	137.5	137.5	137.5	136.8	136.8	137.5	137.5	137.5	137.5	19.8
Eggs, grade "A" fresh.....	doz.	100.0	156.4	137.2	134.5	152.3	158.6	140.1	137.8	155.3	171.4	173.7	52.8
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamery, prints.....	lb.	100.0	140.5	146.2	144.0	144.3	145.8	146.2	144.0	144.3	144.3	144.7	39.5
Cheese, Canadian, mild.....	lb.	100.0	174.6	164.9	164.4	163.5	164.4	164.9	164.4	164.4	164.9	164.9	34.3
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	127.3	127.3	124.2	124.2	124.2	124.2	124.2	4.1
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn flakes, 8 oz.....	pkg.	100.0	101.1	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	137.7	138.7	138.7	137.7	137.7	136.8	137.7	137.7	137.7	14.6
Peas, canned, 2's.....	tin	100.0	117.5	124.2	124.2	123.3	122.5	122.5	121.7	121.7	121.7	121.7	14.6
Corn, canned, 2's.....	tin	100.0	128.3	135.4	134.5	134.5	133.6	132.7	132.7	132.7	132.7	132.7	15.0
Beans, dry.....	lb.	100.0	129.4	131.4	133.3	133.3	133.3	133.3	133.3	133.3	133.3	133.3	6.8
Onions.....	lb.	100.0	108.2	153.1	163.3	134.7	112.2	110.2	130.6	142.9	134.7	128.6	6.3
Potatoes.....	15 lb.	100.0	89.9	143.6	140.5	137.5	121.6	140.5	171.6	218.3	169.2	148.5	48.7
Prunes, medium.....	lb.	100.0	115.8	123.7	123.7	123.7	122.8	121.9	120.2	120.2	120.2	120.2	13.7
Raisins, seedless, bulk.....	lb.	100.0	104.0	105.3	113.2	115.9	104.0	102.6	109.9	107.9	107.9	108.6	16.4
Oranges, medium size.....	doz.	100.0	132.5	137.9	141.0	141.6	140.3	146.8	157.7	154.6	155.6	155.6	45.7
Lemons, medium size.....	doz.	100.0	111.3	137.2	136.0	144.6	145.5	142.5	143.1	143.1	147.7	147.1	47.8
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.7	114.5	114.5	114.5	115.1	115.1	115.1	114.5	115.1	18.9
Peaches, 20 oz.....	tin	100.0	101.5	107.1	108.1	108.1	105.1	103.6	105.1	105.1	105.6	105.6	20.8
Marmalade, orange, 16 oz.....	jar	100.0	118.3	131.8	130.3	130.3	129.6	129.6	128.9	128.9	128.9	128.9	17.5
Corn syrup, 2 lb.....	jar	100.0	138.0	155.3	155.0	155.7	155.3	155.3	158.2	158.2	158.2	157.7	27.0
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.1	131.1	131.1	131.1	131.1	131.4	131.4	131.7	131.7	44.5
Tea, black, ½ lb.....	pkg	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to October 1945 prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

	Beef					Veal, boneless fronts, per lb.	Pork				Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.		Lamb, leg roast, per lb.	Fresh loins per lb.	Fresh shoulder per lb.	Bacon, side, med., sliced, per lb.										
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	44-6	40-6	38-2	28-2	22-2	....	45-2	38-0	....	45-5	19-3	20-2	49-1	9-0	41-5	34-9	7-3	4-6	6-0	10-0
Nova Scotia—																				
2—Halifax.....	45-2	41-8	39-3	26-9	23-9	24-3	46-4	39-3	26-3	46-1	19-1	19-9	57-7	11-0	42-7	35-4	8-0	4-5	6-1	9-9
3—New Glasgow.....	45-7	43-1	42-0	26-8	22-6	....	47-1	40-4	31-2	46-4	19-4	19-9	56-7	10-0	43-3	36-5	7-3	4-9	6-1	10-0
4—Sydney.....	48-2	42-4	35-0	30-5	24-0	....	....	....	....	47-6	19-3	19-8	58-1	12-0	42-5	36-1	7-3	4-5	5-8	9-9
5—Truro.....	45-5	40-8	36-0	28-2	17-7	....	47-0	39-7	29-4	45-5	....	20-1	59-0	10-0	42-5	36-0	6-7	4-9	6-0	9-9
New Brunswick—																				
6—Fredericton.....	45-0	42-4	46-4	27-4	20-3	29-7	47-0	39-0	31-3	48-3	20-0	19-9	56-7	10-0	41-3	34-7	7-3	4-8	6-3	9-4
7—Moncton.....	45-6	41-4	40-9	27-1	21-0	30-0	47-8	39-0	30-1	48-3	18-8	19-9	57-3	10-0	41-6	34-9	8-0	4-5	5-9	10-0
8—Saint John.....	45-3	43-2	38-6	26-7	22-5	30-0	47-0	40-6	29-5	45-7	18-9	19-7	57-9	11-0	41-7	34-5	7-3	4-2	6-0	9-7
Quebec—																				
9—Chicoutimi.....	41-0	38-2	38-0	27-8	22-0	....	....	29-1	29-5	50-0	20-0	20-7	57-5	10-0	39-6	33-4	6-7	4-3	....	9-9
10—Hull.....	40-9	38-3	37-5	25-5	19-3	30-4	43-7	32-4	28-6	46-3	17-7	19-3	55-6	10-0	38-3	30-5	5-3	3-8	5-5	9-5
11—Montreal.....	42-6	39-6	43-6	24-3	19-9	26-5	44-7	34-0	26-9	46-8	18-6	19-2	57-6	10-5	39-4	33-8	6-0	3-8	5-5	9-3
12—Quebec.....	41-8	38-0	41-8	23-8	18-8	30-3	41-7	34-4	26-9	44-7	19-0	19-5	54-7	10-0	39-8	34-2	5-5	3-6	5-9	9-5
13—St. Hyacinthe.....	37-6	35-4	36-3	25-1	18-7	30-6	36-7	30-0	27-1	47-5	19-0	19-5	53-4	9-0	39-0	32-3	5-3	4-1	6-0	9-8
14—St. Johns.....	45-0	42-7	42-7	27-7	17-5	34-7	....	37-7	30-3	47-7	18-6	19-7	53-5	9-0	39-3	32-0	5-3	4-1	5-7	9-7
15—Sherbrooke.....	43-6	40-3	40-6	26-0	18-3	33-3	43-4	34-4	26-6	40-5	18-8	19-7	56-7	10-0	39-1	34-6	5-3	4-2	6-0	9-8
16—Sorel.....	40-2	36-9	40-9	25-2	19-9	....	37-0	33-2	26-6	47-0	18-9	19-6	54-1	9-0	38-9	32-5	5-3	4-1	5-3	10-0
17—Thetford Mines.....	34-2	35-0	34-0	25-6	17-7	....	....	26-0	26-1	39-2	18-6	19-4	55-6	9-0	38-6	31-7	5-3	4-0	5-3	9-6
18—Three Rivers.....	40-3	37-1	36-0	25-1	20-8	....	40-7	29-5	25-9	47-0	18-0	19-6	56-4	10-0	38-6	34-6	6-0	4-0	5-5	9-6
Ontario—																				
19—Belleville.....	42-0	38-6	39-8	25-8	20-2	27-5	43-2	37-4	29-8	45-3	17-7	19-1	49-9	10-0	38-5	30-6	6-7	4-2	5-5	8-7
20—Brantford.....	43-9	40-6	40-3	25-5	19-0	30-0	44-7	38-9	27-9	46-0	18-0	19-6	54-0	10-0	39-2	35-0	6-7	4-2	5-4	9-1
21—Brockville.....	46-7	42-8	44-0	26-3	21-6	....	....	....	....	45-1	17-8	19-2	53-0	10-0	38-1	31-2	6-3	4-0	5-5	8-8
22—Chatham.....	43-3	39-7	41-1	25-8	20-1	30-5	44-5	37-4	32-2	46-5	17-8	19-3	50-9	10-0	38-2	35-2	5-3	4-1	5-2	8-7
23—Cornwall.....	44-4	40-9	40-7	26-0	17-7	....	45-0	37-0	27-6	46-5	18-3	19-4	50-9	10-0	39-0	30-4	6-0	4-0	5-8	9-2
24—Fort William.....	43-4	39-7	37-6	25-4	22-0	29-3	43-7	36-0	29-6	45-8	18-0	19-1	55-6	11-0	39-3	32-0	6-0	3-9	5-1	8-8
25—Galt.....	43-6	40-0	40-2	25-0	22-8	....	44-5	38-0	26-3	47-5	18-1	19-2	53-0	10-0	39-2	36-5	6-7	4-1	5-8	8-8
26—Guelph.....	43-4	40-8	39-2	26-3	24-1	31-2	46-2	40-4	29-0	46-4	18-1	19-2	52-1	10-0	39-2	35-5	6-0	4-1	5-7	8-8
27—Hamilton.....	44-3	40-8	41-9	25-5	22-6	29-9	45-3	40-2	29-0	48-1	18-1	19-1	55-2	11-0	39-8	37-3	6-0	4-2	5-5	8-7
28—Kingston.....	43-3	38-8	39-2	25-8	18-6	....	44-0	37-4	27-4	45-6	17-7	19-2	54-7	10-0	39-0	31-7	6-0	4-3	5-3	9-2
29—Kitchener.....	42-9	40-2	40-9	25-2	22-9	30-4	45-8	38-6	27-0	47-0	18-2	19-5	49-4	10-0	39-3	33-4	6-3	4-0	6-0	8-8
30—London.....	43-7	40-1	41-3	25-5	22-0	30-1	44-5	39-3	26-1	45-9	18-4	19-3	53-2	10-0	39-1	33-3	6-0	4-0	5-5	8-8
31—Niagara Falls.....	42-8	39-4	41-0	25-1	19-8	30-1	43-8	39-4	27-6	44-4	18-1	19-3	55-0	10-5	39-2	32-8	6-0	4-2	....	8-8
32—North Bay.....	43-9	40-6	42-2	25-6	19-1	....	45-4	39-3	....	46-4	18-4	19-5	57-0	11-0	39-3	32-7	6-7	4-2	....	9-7
33—Oshawa.....	43-6	40-8	42-5	25-6	21-5	29-3	....	40-6	28-0	46-4	17-9	19-4	54-0	10-0	39-4	33-9	6-0	4-0	5-6	8-9
34—Ottawa.....	44-9	41-4	43-0	26-6	22-0	30-1	45-5	36-8	28-5	49-4	18-4	19-0	56-3	10-0	39-0	31-6	6-7	3-8	5-7	8-7

COAL AND RENTALS IN CANADA, OCTOBER, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per 4 lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (28oz), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15.1	15.5	15.7	6.6	6.8	43.6	13.9	17.9	47.8	64.4	39.3	...	38.0	29.2	8.6	8.1	53.7	38.0	.....	11.90	24.00-28.00(b)	1
14.5	14.4	14.9	6.9	5.7	47.2	13.8	16.2	52.4	54.1	39.2	20.3	36.7	29.1	8.6	8.3	49.6	38.0	.....	12.63	27.50-31.50	2
14.9	14.9	15.1	6.7	5.9	50.6	13.9	16.9	47.8	50.2	40.0	...	38.3	29.0	8.2	8.2	51.6	38.0	.....	.....	16.00-20.00	3
15.0	14.8	14.9	7.0	7.1	48.7	12.7	15.8	51.9	56.7	39.1	...	37.1	28.9	8.6	8.4	49.6	37.8	.....	7.08	18.00-22.00(b)	
14.7	14.7	14.8	6.9	5.9	47.9	14.2	17.1	48.7	52.5	39.8	21.0	37.6	29.9	8.7	8.7	50.3	38.0	.....	11.75	26.50-30.50	5
14.8	15.0	14.7	6.7	6.6	44.3	14.5	16.3	44.8	57.2	39.8	20.0	38.8	29.3	8.5	8.3	50.2	38.0	.....	12.41	21.00-25.00(b)	6
14.7	15.0	15.0	6.8	5.5	44.8	13.7	18.1	46.4	52.0	41.0	20.3	37.9	28.4	9.0	8.8	51.1	38.0	.....	11.91	26.00-30.00(b)	7
14.9	14.8	14.8	6.8	5.3	43.7	13.6	15.5	54.2	50.0	39.8	20.3	36.2	29.0	8.5	8.3	47.7	38.0	.....	13.03	20.50-24.50(b)	8
14.5	15.0	15.0	6.9	8.3	48.3	15.0	17.2	47.2	55.0	40.0	...	39.5	28.7	8.6	8.2	52.9	39.9	18.00	.....	.....	9
13.6	14.5	15.0	7.2	6.3	48.1	13.2	17.1	41.8	46.3	37.0	...	35.6	27.5	8.3	8.1	45.7	38.9	16.75	.....	15.50-19.50	10
13.4	14.2	14.3	6.7	6.4	46.7	13.9	16.4	42.9	41.7	37.5	19.7	34.8	27.4	8.0	7.9	47.0	39.6	16.75	.....	23.00-27.00(b)	11
14.4	14.6	14.6	6.6	7.2	48.1	14.4	17.0	45.3	50.7	38.3	20.0	36.4	28.5	8.1	7.9	43.6	39.9	16.00	.....	27.50-31.50(b)	12
13.8	14.7	15.5	7.3	7.6	51.9	14.2	17.5	46.9	47.5	39.4	...	36.4	28.5	8.0	7.8	42.6	40.3	15.75	.....	16.00-20.00(b)	13
14.0	14.8	15.0	6.7	8.3	51.5	14.6	17.7	45.2	47.5	39.5	...	37.4	28.2	8.0	7.9	41.7	40.0	15.50	.....	.....	14
14.1	15.2	15.2	6.5	7.0	45.6	14.6	18.1	47.1	47.4	39.7	...	38.9	28.9	8.0	8.0	41.3	39.4	17.50	.....	20.00-24.00(b)	15
14.7	14.6	15.7	7.4	8.0	53.4	15.3	17.4	45.2	55.4	41.2	19.3	37.7	29.5	7.9	7.7	46.2	39.4	16.25	.....	.....	16
14.3	14.5	15.3	6.1	7.1	50.2	15.0	16.7	48.4	48.0	39.6	...	38.4	28.5	8.0	7.5	48.0	39.4	19.00	.....	14.00-18.00(b)	17
14.5	14.4	14.5	6.7	7.7	51.7	14.9	18.6	50.8	53.5	40.3	...	37.7	28.7	8.5	8.0	47.5	40.3	16.00	.....	20.00-24.00(b)	18
12.9	14.1	14.7	6.3	6.0	50.7	14.1	17.1	45.4	46.9	36.4	...	33.6	26.4	8.4	8.4	43.9	38.9	16.00	.....	.....	19
14.2	14.3	15.0	6.6	5.9	50.5	13.2	16.8	48.3	46.7	36.1	19.7	33.4	26.7	8.4	8.3	46.3	39.4	16.00	.....	22.00-26.00	20
14.1	13.9	14.3	6.6	6.6	50.3	14.2	16.7	48.1	49.1	36.0	...	35.3	27.6	8.3	8.1	43.8	38.4	16.00	.....	20.00-24.00	21
14.4	14.5	.....	5.8	5.4	48.7	...	17.7	44.6	43.6	36.6	...	33.7	26.3	8.6	8.5	41.6	38.1	16.00	.....	21.50-25.50	22
14.6	14.8	15.0	6.6	6.2	47.7	...	...	39.8	43.7	...	...	34.7	26.6	8.2	8.2	45.3	39.7	16.50	.....	23.00-27.00(b)	23
14.3	14.5	14.6	6.6	6.1	45.0	13.8	16.9	46.7	46.4	37.4	20.0	35.2	26.0	8.7	8.5	41.9	38.1	16.80	.....	25.50-29.50	24
14.0	14.4	14.4	6.6	6.1	51.6	13.8	16.7	45.1	47.2	35.7	...	32.6	25.6	8.5	8.3	44.4	39.4	16.00	.....	22.00-26.00	25
13.9	14.4	14.9	6.3	5.7	50.4	13.3	16.1	42.3	45.1	35.5	...	32.8	25.7	8.6	8.5	43.2	38.6	16.00	.....	22.50-26.50	26
13.6	13.9	14.2	6.3	6.1	49.7	13.4	15.4	46.3	46.2	35.0	...	33.0	26.0	8.1	8.1	42.8	39.2	15.50	.....	26.00-30.00	27
13.5	13.8	14.4	6.6	6.4	47.8	14.3	15.1	47.5	46.9	37.3	...	35.1	26.5	8.1	7.9	43.6	38.9	16.00	.....	29.50-33.50	28
14.2	14.2	14.7	6.6	5.5	49.1	14.3	15.7	43.9	48.1	36.2	19.7	33.2	25.8	8.6	8.5	41.4	39.4	16.00	.....	26.50-30.50	29
14.1	14.5	14.7	6.5	5.9	50.2	13.9	14.6	44.3	45.5	36.1	...	32.5	25.5	8.6	8.4	43.8	39.3	16.50	.....	26.50-30.50	30
12.9	13.4	14.6	6.6	5.2	47.8	12.7	13.4	44.3	46.7	36.0	...	34.3	25.4	8.6	8.6	44.7	39.5	14.63	.....	25.00-29.00	31
14.2	14.2	.....	6.4	6.1	49.7	13.4	15.2	48.1	48.6	...	...	35.7	28.3	9.0	8.9	49.7	39.6	17.25	.....	23.00-27.00	32
13.7	13.6	.....	7.2	5.6	48.6	13.3	15.2	44.3	49.5	36.2	...	34.5	25.5	8.6	8.3	46.6	39.4	16.00	.....	24.50-28.50	33
14.1	14.5	14.7	6.7	6.5	47.8	14.0	16.9	45.9	47.6	37.3	...	35.5	27.3	8.2	8.0	43.9	39.0	16.75	.....	31.00-35.00	34

COAL AND RENTALS IN CANADA, OCTOBER, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Peas, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
14-2	14-3	.....	6-3	5-6	52-4	14-3	15-0	46-2	47-6	.....	.....	34-7	26-0	8-6	8-5	48-0	39-2	16-50	.....	16-00-20-00	35
13-5	13-9	14-8	6-1	5-8	47-7	13-5	15-0	42-9	46-8	37-1	.....	33-7	26-7	8-5	8-5	44-0	39-0	16-75	.....	24-00-28-00	36
14-0	14-6	14-3	6-0	5-7	45-0	14-1	17-0	48-4	40-9	37-8	.....	35-2	25-3	8-5	8-4	41-5	38-1	16-80	.....	23-00-27-00	37
13-2	13-5	.....	6-5	5-9	50-1	13-2	.....	43-6	47-9	35-6	.....	33-4	26-7	8-5	8-2	43-8	39-1	15-75	.....	27-00-31-00	38
14-0	14-4	14-7	6-3	6-5	49-5	13-7	15-6	48-3	48-3	35-9	20-0	34-0	26-2	8-7	8-6	44-8	39-7	16-00	.....	21-00-25-00	39
14-7	14-6	14-8	6-8	5-5	50-9	12-9	16-2	48-3	48-0	37-0	.....	33-6	26-7	8-8	8-7	44-9	39-4	16-50	.....	23-00-27-50	40
14-8	14-6	15-0	6-1	5-5	51-0	13-3	15-1	42-6	48-4	37-0	.....	34-2	26-4	8-6	8-6	41-2	39-0	17-00	.....	23-00-27-00	41
14-4	14-3	14-9	6-3	6-0	50-2	13-9	14-3	45-3	45-7	35-0	.....	33-5	26-5	8-8	8-6	45-3	38-7	16-00	.....	21-00-25-00	42
14-3	14-6	14-7	6-1	5-9	53-3	13-7	16-8	43-8	47-8	39-0	.....	35-1	27-8	8-8	8-5	45-0	38-7	17-75	.....	28-00-32-00	43
14-9	14-8	14-7	6-4	6-2	50-7	14-0	15-7	49-0	51-7	38-7	.....	35-0	28-0	8-8	8-8	40-3	38-8	19-50	.....	26-50-30-50	44
13-4	13-8	14-1	6-4	5-3	48-7	13-6	15-1	45-3	45-8	35-7	19-5	32-3	25-8	8-2	8-0	44-6	38-7	15-50	.....	32-50-36-50	45
13-7	13-5	14-4	9-0	5-6	49-7	13-2	14-3	44-6	45-6	35-8	.....	32-8	26-5	8-3	8-3	41-1	39-1	15-50	.....	.....	46
14-0	14-8	14-6	6-2	5-3	48-5	13-4	15-3	42-2	41-4	35-2	.....	33-3	26-2	8-2	8-0	41-3	38-5	16-00	.....	25-00-29-00	47
14-4	14-1	14-4	3	5-6	47-6	.....	16-9	40-7	43-8	35-6	.....	33-7	26-3	8-6	8-6	45-6	39-1	16-00	.....	22-00-26-00	48
15-5	14-9	16-3	7-1	6-0	39-9	13-9	15-9	43-8	45-8	.....	.....	36-4	25-0	9-2	9-0	43-5	37-8	8-37	.....	21-00-25-00	49
15-3	15-5	16-0	7-3	5-6	39-7	13-1	16-6	45-4	41-7	39-3	22-7	36-1	24-8	9-0	8-9	37-5	37-8	12-95	.....	26-00-30-00	50
16-9	15-1	15-9	6-7	6-4	.....	14-0	16-6	42-2	48-0	41-2	22-5	35-7	27-3	9-4	9-4	43-0	38-8	10-30	.....	22-50-26-50	51
16-4	15-7	16-4	7-3	6-8	42-5	15-1	18-3	43-6	47-6	40-5	23-1	38-3	28-6	9-9	9-6	41-2	37-9	10-50	.....	19-50-23-50	52
16-5	15-3	15-3	6-8	6-6	43-5	13-2	18-1	43-8	43-7	40-2	21-9	37-1	28-0	9-3	9-7	42-6	38-0	11-50	.....	28-50-32-50	53
17-4	16-0	16-6	7-3	6-7	41-8	14-9	17-5	46-4	49-6	.....	22-3	37-4	27-3	9-7	9-8	45-2	37-8	10-10	.....	22-00-26-00	54
15-1	14-5	15-1	7-3	6-4	51-6	13-6	16-9	42-6	48-5	36-4	20-7	34-0	25-4	9-0	9-5	41-5	37-7	8-25	.....	26-00-30-00	55
17-5	15-9	16-4	7-6	6-8	52-8	13-1	17-7	41-4	52-0	40-5	22-9	35-7	28-6	9-5	9-7	43-4	38-0	.....	.....	21-00-25-00	56
15-3	14-8	15-5	7-3	6-6	47-7	14-0	17-3	47-7	43-1	38-6	21-3	33-8	25-9	9-2	9-3	43-8	37-6	5-40	.....	24-50-28-50	57
15-5	13-9	14-9	7-0	6-1	46-7	12-0	16-2	43-8	47-4	.....	20-9	32-4	26-2	9-3	9-5	45-0	37-5	4-90	.....	22-00-26-00	58
15-0	15-0	15-0	7-9	6-5	52-4	10-3	15-4	41-1	38-7	37-8	20-1	30-8	25-0	8-9	8-8	40-9	38-1	.....	.....	17-00-21-00	59
14-8	14-5	15-0	7-9	6-3	47-1	11-8	16-1	43-9	38-6	.....	20-5	33-3	24-9	8-0	8-0	36-5	38-2	13-00	.....	20-50-24-50	60
15-9	15-8	16-3	8-3	6-8	60-0	12-6	17-2	53-8	45-8	38-3	21-3	32-0	26-5	8-7	8-6	44-3	38-7	13-65	.....	20-00-24-00	61
15-0	15-3	16-4	8-3	6-1	57-4	13-1	17-3	45-3	50-3	34-0	21-6	34-6	27-4	8-9	8-8	39-5	37-7	10-75	.....	23-00-27-00	62
14-7	14-7	14-8	7-3	6-3	47-4	11-3	16-2	45-4	38-8	36-3	19-9	30-6	24-3	8-0	8-0	39-5	37-8	13-00	.....	23-50-27-50	63
14-9	15-1	15-0	7-4	6-4	53-0	13-5	15-2	44-7	41-3	37-2	20-0	31-1	24-8	8-9	8-5	43-2	38-1	13-25	.....	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS
(1926=100)

Commodities	1913	1918	1920	1922	Sept. 1926	Sept. 1929	Sept. 1933	Sept. 1940	Sept. 1941	Sept. 1942	Sept. 1943	Sept. 1944	Aug. 1945	Sept. 1945
All commodities.....	64.0	127.4	155.9	97.3	98.5	97.8	68.9	83.0	93.3	95.8	101.1	102.3	103.4	102.7
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	96.2	98.9	62.5	69.8	79.1	85.2	92.6	94.5	98.1	96.3
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	98.9	108.9	60.0	78.7	100.1	100.5	108.4	106.0	108.6	107.7
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	99.5	91.2	71.7	83.8	96.9	91.9	91.9	91.7	91.9	91.9
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.2	93.7	63.8	91.4	98.8	101.7	113.4	118.1	117.6	117.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	99.4	93.8	85.5	106.1	112.6	115.8	115.7	117.0	115.3	115.3
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.8	98.2	67.5	77.3	77.5	79.7	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.2	93.2	85.0	90.7	97.2	99.2	100.5	102.3	101.3	101.1
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.3	95.5	81.5	90.4	102.3	102.2	100.3	100.1	99.0	99.0
Classified according to Purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	98.5	96.0	72.7	84.0	95.4	95.4	97.0	97.2	98.7	97.9
Foods Beverages and Tobacco.....	61.8	119.0	150.8	90.2	97.2	103.7	65.7	78.8	94.7	97.8	102.4	100.7	104.9	102.8
Other Consumers Goods.....	62.2	91.9	126.3	101.4	99.4	90.8	77.3	87.5	95.8	93.8	93.4	94.8	94.6	94.7
II. Producers' Goods.....	67.7	133.3	164.8	98.8	99.4	98.9	65.6	78.3	85.5	89.1	97.0	99.7	100.1	99.7
Producers' Equipment.....	55.1	81.9	108.6	104.1	97.1	94.7	85.6	102.2	107.5	110.0	114.3	118.5	118.5	118.1
Producers' Materials.....	69.9	139.0	171.0	98.2	98.7	99.4	63.4	75.6	83.1	86.8	95.1	97.6	98.0	97.7
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.6	80.8	97.6	112.2	114.8	123.0	127.4	122.4	122.4
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	98.4	99.3	60.4	71.9	78.2	82.0	90.4	92.5	93.9	93.5
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	96.5	96.1	62.7	68.4	78.6	82.0	88.6	90.1	92.4	91.3
B. Animal.....	70.1	129.0	146.0	95.9	98.2	105.2	62.7	80.2	97.8	97.7	101.6	100.3	102.2	101.6
Farm (Canadian).....	64.1	132.6	160.6	88.0	96.7	107.7	54.6	63.8	73.3	84.3	97.9	101.1	105.8	103.5
II. Marine.....	65.9	111.6	114.1	91.7	100.7	105.5	66.5	82.3	98.3	115.0	135.3	129.8	131.4	131.4
III. Forest.....	60.1	89.7	151.3	106.8	100.1	93.5	64.0	91.1	98.5	101.2	112.7	117.3	116.9	116.9
IV. Mineral.....	67.9	125.2	134.6	106.4	99.7	92.7	81.6	92.1	97.0	98.7	99.3	100.5	99.4	99.4
All raw (or partly manufactured).....	63.8	110.8	154.1	94.7	97.3	101.8	59.9	74.3	84.6	90.6	101.2	103.4	106.1	104.6
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	98.6	94.1	71.5	81.6	92.5	92.0	93.6	93.6	93.8	93.8

ages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices was not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census aver-

ages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50;

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Department	Cost of Living, Federal Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1938 = 1000	1935-1939 = 1000	1936-1939 = 1000	180	1926-1930 = 1000
	1926	(a)	1926	(b)	1930	(a)	(g)	(g)	1910 = 1000	1938 = 1000	1935-1939 = 1000	(d)		(b)
Base Period:														
1913.....	64.0	79.1	69.8	70.7	.....	(g) 100	(g) 100	(g) 100	1125	814	.....	.....	.....	748
1914.....	65.5	79.7	68.1	71.3	.....	100	100	100	1090	855	.....	.....	.....	805
1915.....	70.4	80.7	69.5	72.5	.....	123	123	123	1204	855	.....	.....	.....	855
1916.....	84.3	87.0	85.5	77.9	.....	148	148	148	1379	908	.....	.....	.....	824
1917.....	114.3	102.4	117.5	91.6	.....	176	176	176	1583	996	.....	.....	.....	1024
1918.....	127.4	115.6	131.3	107.5	.....	203	203	203	1723	1094	.....	.....	.....	1225
1919.....	134.0	126.5	138.6	123.8	.....	215	215	215	1854	1177	.....	.....	.....	1282
1920.....	155.9	145.4	164.4	143.0	.....	249	249	249	2512	1468	.....	.....	.....	1536
1921.....	110.0	129.9	97.6	127.7	.....	226	226	226	1805	1320	.....	.....	.....	1428
1922.....	97.3	120.4	96.7	119.7	.....	183	183	183	1445	1101	.....	.....	.....	1194
1923.....	100.0	121.8	100.0	126.4	.....	172	172	172	1387	1063	.....	.....	.....	1053
1924.....	96.4	120.5	96.7	122.6	.....	166	166	166	1445	1069	.....	.....	.....	1069
1925.....	95.6	121.7	95.3	122.5	.....	164	164	164	1305	1006	.....	.....	.....	988
1926.....	86.6	120.8	86.4	119.4	.....	157	157	157	1165	1041	.....	.....	.....	963
1927.....	67.1	94.4	65.9	92.4	.....	140	140	140	1047	932	.....	.....	.....	904
1928.....	78.6	102.4	78.6	100.8	.....	156	156	156	1174	1000	.....	.....	.....	1030
1929.....	75.4	101.5	77.1	99.4	.....	158	158	158	1249	989	.....	.....	.....	1070
1930.....	82.9	105.6	78.6	100.2	.....	184	184	184	1373	1034	.....	.....	.....	1095
1931.....	90.0	111.7	87.3	105.2	.....	199	199	199	1540	1082	.....	.....	.....	1195
1932.....	95.7	117.0	98.8	116.5	.....	200	200	200	1740	1176	.....	.....	.....	1231
1933.....	100.0	118.4	103.1	123.6	.....	199	199	199	1388	1082	.....	.....	.....	1311
1934.....	102.5	118.9	104.0	125.5	.....	201	201	201	1568	1173	.....	.....	.....	1373
1935.....	102.3	118.8	104.0	126.5	.....	202	202	202	1766	1244	.....	.....	.....	1416
1936.....	102.4	118.6	104.1	126.5	.....	201	201	201	1908	1281	.....	.....	.....	1518
1937.....	102.4	118.9	104.4	126.6	.....	201	201	201	1761	1283	.....	.....	.....	1558
1938.....	102.4	118.9	104.4	126.6	.....	201	201	201	1390	1273	.....	.....	.....	1603
1939.....	102.4	118.9	104.4	126.6	.....	201	201	201	1770	1301	.....	.....	.....	1603
1940.....	102.4	118.9	104.4	126.6	.....	201	201	201	1398	1308	.....	.....	.....	1659
1941.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1942.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1943.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1944.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1945.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1946.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1947.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1948.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1949.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1950.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1951.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1952.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1953.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1954.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1955.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1956.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1957.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1958.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1959.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1960.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1961.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1962.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1963.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1964.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1965.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1966.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1967.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1968.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1969.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1970.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1971.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1972.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1973.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1974.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1975.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1976.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1977.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1978.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1979.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1980.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1981.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1982.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1983.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1984.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1985.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1986.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1987.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1988.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1989.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1990.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1991.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1992.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1993.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....	.....	1659
1994.....	102.4	118.9	104.4	126.6	.....	201	201	201	1779	1308	.....	.....

clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, homefurnishings, etc., with their weight, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

Wholesale Prices, September, 1945

Wholesale prices recorded a further drop in September, the composite index registering a loss of 0.7 points to 102.7. Vegetable products fell 1.8 points to 96.3 between August and September due to substantial weakness in potato prices coupled with smaller declines for onions, hay, rosin and lemons. These outweighed strength in rye and oranges. In the animal products group lower prices for live stock, raw furs, lamb carcass, fowl and eggs were responsible for a drop of 0.9 to 107.7. Non-metallic minerals, the third group to record a change, dipped 0.2 to 101.1. Line quotations were higher. For other groups index levels were unchanged, textile products remaining at 91.9, wood, wood products and paper at 117.6, iron products at 115.3, non-ferrous metals at 79.7 and chemical products at 99.0.

The Canadian farm product composite price index declined 2.3 points to 103.5 between August and September. Field products dropped 2.4 points to 94.0 reflecting decreases in potatoes, onions and hay which outweighed advances in rye, barley and raw leaf tobacco. In the animal products section a decline in the index of 1.9 points to 119.5 was due to decreases in live stock, fowl and eggs.

Fatal Industrial Accidents in Canada During the Third Quarter of 1945

DURING the third quarter of 1945 there were 315 fatal industrial accidents, including deaths from industrial diseases reported by workmen's compensation boards, etc. This compares with 293 fatal accidents during the third quarter of 1944. Of the 315 fatalities during the period under review, 121 occurred in July, 123 in August and 71 in September. Fatal accidents during each year are recorded by quarterly periods in the issues of the *LABOUR GAZETTE* for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred contain 44 fatalities for the first half of 1945 and 7 fatalities for 1944.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport

Commissioners, certain other official sources as well as from the correspondents of the *LABOUR GAZETTE* and from newspaper reports.

Classified by groups of industries the fatalities occurring during the third quarter of 1945 were as follows: agriculture, 41; logging, 24; fishing and trapping, 4; mining, non-ferrous smelting and quarrying, 35; manufacturing, 58; construction, 41; central electric stations, 10; transportation and public utilities, 78; trade, 4; service, 20.

Of the mining accidents, 20 were in "metaliferous mining", 9 in "coal mining", 5 in "non-metallic mineral mining and quarrying, n.e.s.", and 1 in "structural materials".

Of the accidents in manufacturing, 3 were in "vegetable foods, drink and tobacco", 1 in "animal foods", 1 in "textiles and clothing", 2 in "rubber products", 8 in "saw and planing mill products", 2 in "wood products", 8 in "pulp, paper and paper products", 2 in "printing and publishing", 11 in "iron, steel and products", 4 in "non-metallic mineral products", 5 in "chemical and allied products", and 11 in "shipbuilding".

In construction there were 24 fatalities in "buildings and structures", 3 in "railway", 11 in "highway and bridge", and 3 in "miscellaneous".

In transportation and public utilities, there were 25 fatalities in "steam railways", 1 in "street and electric railways", 11 in water transportation", 4 in "air transportation", 17 in "local and highway transportation", 19 in "storage", and 1 in "telegraphs and telephones".

In trade there were 2 fatalities in "wholesale", and 2 in "retail".

Of the fatalities in service, 14 were in "public administration", 2 in "recreational", 1 in "laundering, dyeing and cleaning", and 4 in "personal, domestic and business".

There was 1 major disaster during the period under review which occurred at Port Arthur, Ontario, on August 7, when a dust explosion and fire wrecked a grain elevator, and 19 elevator employees lost their lives. In addition, 3 installers employed by a contractor installing a loftier leg in the elevator were killed in this explosion and a number of elevator employees were injured.

Other accidents involving the loss of two or more lives were as follows:—

Four rivet passers were burned in a fire following an explosion in the hull of a ship when gas leaking from an acetylene hose ignited, in Montreal, on July 12.

At Val D'Or, Quebec, on September 26, 3 miners were killed when they were thrown from a bucket and fell down a shaft.

Three explosives plant workers lost their lives, at East Selkirk, Manitoba, on August 29, in an explosion and fire that destroyed a cartridge house.

Three firemen perished in a fire that destroyed an envelope factory, on September 14, at Vancouver.

When a steel derrick collapsed, near Millarville, Alberta, on July 26, 2 oil well workers were killed.

Two cement rubber factory workers died following an explosion of octane gas, at Hamilton, Ontario, on July 5.

Two shipyard workers were burned in an explosion caused by a spark from an acetylene welding machine while working in the refrigerator machinery chamber, at North Vancouver, on August 16.

Two carpenters died following a collapse of a platform, at Woodstock, Ontario, on September 8.

When a velocipede and a track motor collided, at White River, Ontario, on August 8, a welder and a helper were killed.

When a plane crashed, while en route from Dorval, Quebec, to the United Kingdom, on July 3, a pilot, a flight engineer and a radio officer lost their lives.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1945, BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A—Prime movers (engines, shafting, belts, etc.).....	2	.....	.....	.....	2	.....	.....	1	.....	.....	.....	.....	4
B—Working machines.....	.....	.....	.....	3	2	1	.....	1	.....	.....	.....	.....	3
C—Hoisting apparatus (elevators, conveyers, etc.).....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7
D—Dangerous substances (steam, electricity, flames, explosions, etc.).....	4	2	.....	1	22	4	7	25	.....	.....	8	.....	73
E—Striking against or being struck by objects.....	1	1	.....	1	3	2	.....	1	.....	.....	.....	.....	9
F—Falling objects.....	1	10	.....	11	2	7	.....	.....	.....	.....	2	.....	33
G—Handling of objects.....	.....	1	.....	.....	4	.....	.....	.....	.....	.....	.....	.....	5
H—Tools.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1
I—Moving trains, vehicles, watercraft, etc.....	18	6	4	7	8	11	.....	45	3	.....	4	.....	106
J—Animals.....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	7
K—Falls of persons.....	3	1	.....	2	7	11	3	5	.....	.....	3	.....	35
L—Other causes, (industrial diseases, infections, lightning, cave-ins, etc.).....	6	3	.....	10	5	5	.....	.....	1	.....	2	.....	32
Totals.....	41	24	4	35	58	41	10	78	4	.....	20	.....	315

Two men were killed when a train struck their truck, at Lundbrook, Alberta, on September 13.

Two meteorological station employees were killed in an explosion in a power house while repairing a gasoline motor, at Dore Lake, Quebec, on August 18.

When a fire destroyed a hotel, at Red Lake, Ontario, on July 1, a hotel clerk and a waitress perished.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first half of 1945 has been compiled which contains 44 fatalities, of which

10 were in logging, 6 in mining, non-ferrous smelting and quarrying, 13 in manufacturing, 1 in construction, 1 in central electric stations, 6 in transportation and public utilities, 2 in trade, and 5 in service. One of these accidents occurred in January, 2 in February, 1 in March, 4 in April, 3 in May and 33 in June.

A further supplementary list of accidents occurring in 1944 has been made. This includes 7 fatalities, of which 1 was in mining, non-ferrous smelting and quarrying, 3 in manufacturing, 1 in construction, 1 in transportation and public utilities, and 1 in trade. One of these accidents occurred in May, 1 in September, 4 in October, and 1 in December.

Labour and Industry in British Columbia

Twenty-seventh Annual Report of the Provincial Department of Labour

SOME curtailment in heavy production in British Columbia during 1944, brought modifying influences to bear on the upward surge of industrial payrolls which had marked the peak year, 1943, according to the twenty-seventh annual report of the provincial Department of Labour. The greatest decrease was noted in the construction industry, which was down over \$16,500,000. This was followed by shipbuilding, with a decrease of over \$12,500,000. Other industries showing decreases were metal-mining, down almost \$2,000,000; smelting and concentrating, down \$1,000,000; oil refining, down \$188,000.

The greatest increase was in food manufacturing, which was up \$3,129,114; miscellaneous trades and industries, up \$1,962,232; lumber industries, up \$1,510,058; coast-ship-ping, up \$967,272, followed by the public utility group, up \$872,505, and pulp and paper mills with a gain of \$722,657; breweries, an increase of \$456,046; coal mining, \$440,057; printing and publishing \$315,745; laundries cleaning, and dyeing an increase of \$298,790; garment-making, up \$183,980; leather and fur goods, \$124,830; wood manufacturing (n.e.s.) \$117,786; house furnishings, \$88,561; paint manufacturing, \$53,339; builders' materials, \$35,472; jewellery manufacture, \$17,528; metal trades \$7,367; cigar and tobacco manufacturing, \$5,503; and explosives and chemicals, \$4,654.

It is pointed out that while production demands had not necessitated an unprecedented volume of employment in many essential industries in 1943, a gradual decrease in both male and female employment in these industries was evident in 1944. This was particularly true in the heavy construction

industries, shipbuilding, metal trades, and industries of like nature. The average monthly employment high for all industries in 1944 was 138,911 in August of that year, compared with the all-time high of 152,694 recorded August, 1943. Shorter working-hours were, with few exceptions, general throughout the industries covered, the average weekly working hours for all employees decreasing to 46.02, as against 47.19 for the previous year.

Industrial Statistics, Payrolls, etc.—With the completion of many large war contracts in 1943, noticeably in the heavy construction industries, the report states that the provincial estimated payroll for 1944 dropped to \$378,117,554 from the final estimated total of \$394,953,031 for 1943. Average weekly wages continued to show strength throughout 1944, in twenty of the twenty-five industrial classifications. The average weekly wage for all adult male wage-earners rose to \$38.70 for 1944, representing a gain of \$1.51 over the previous year and establishing an all-time high in the records of the provincial Department of Labour.

Statistics were completed by the Department from reports received from 5,044 firms, as compared with 4,727 in 1943. The 5,044 firms reported a total payroll of \$289,799,678. However, this total is not considered as the total provincial payroll. In addition, returns received too late for inclusion in the above total, incomplete returns, payrolls of trans-continental railways and payrolls of additional services not included in the industrial survey, should be added, bringing the total to \$378,117,554. The table on page 1742 presents a comparison of payrolls for the years 1942, 1943, and 1944.

Apprenticeship.—The Director of Apprenticeship in his report stated that there were 1,648 apprenticeship contracts in force at the close of 1944. This number included 730 who were serving in the armed forces and was an increase of 45 over 1943.

The report states that the Government of British Columbia signed an agreement with the Federal Government in August, 1944, under provisions of the Vocational Training Co-ordination Act. This agreement made available Federal grants for the technical and vocational training of all apprentices duly indentured in accordance with the provisions set out in the Act. The agreement will continue in force until March 31, 1945. Hope was expressed that during 1945, full training facilities would be made available and classes for apprentices would be established on a permanent basis.

Factory Inspection.—During the year 1944, 2,260 inspections and re-inspections were made. The Inspector of Factories stated that in each succeeding year the factories of the province have become safer places in which to earn a livelihood, through the combined efforts of management, the employees, the Government and other agencies. He pointed out that the majority of personal injuries in industry were received because of unsafe work practices, such as making adjustments while machinery was in motion, disregarding safety devices and failure to wear personal protective equipment, which, in most instances, was provided. He was of the opinion, after careful investigation, that the solution of accident prevention "will be achieved largely by attacking the problem from the human angle." The right of factory workers to expect that every practical precaution should be taken by employers to see that their factories are adequately ventilated and overcrowding prevented so as to insure the health of employees while at work is emphasized in the report. If this were done, occupational diseases contracted by exposure to harmful quantities of dangerous dusts, or poisonous gases, fumes, or vapours, could be greatly reduced. In one instance, according to the report an employer "operating in a building totally unsuitable for manufacturing purposes" was forced to secure premises which complied with the provisions of the "Factories Act."

Women and Children In Industry.—While many of the industries in the province employed a large percentage of women in peace time, this number was considerably increased during the war years. Special inspections of such plants were made periodically to make sure that all hazardous parts of power-driven machinery were adequately guarded.

Some difficulty was encountered in having rules and regulations with respect to the wearing of caps by women obeyed. It was suggested that the wearing of proper head covering by women should be made a condition of employment. However, the report points out that "women performed a remarkable job during the war years," and that many employers will be reluctant to dispense with their services in peace time.

At the 1944 session of the provincial legislature "Control of Employment of Children Act" was passed which prohibited the employment of boys and girls under the age of fifteen in any industrial or other occupation. (L. G., 1944, p. 784). This superseded the former practice of regulating the employment of children under certain provisions of the "Factories Act." As a result, it was found that many children under the age of fifteen who had been working in industry, had returned to school. Care is being taken to safeguard the right of growing children throughout the province to a fair start in life.

Industrial Conciliation and Arbitration.—Application of the Federal Wartime Regulations, (P.C. 1003) were formally assented to by the British Columbia legislature on March 15, 1944, and made applicable to employer-employee relationships in industries within the exclusive jurisdiction of the province, on April 18, 1944. Following that date the staff formerly engaged in the administration of the "Industrial Conciliation and Arbitration Act," with additional assistance, was engaged in the administration of the wartime regulations. The total number of cases dealt with during the year 1944, was 922. In all, 15 disputes affecting 6,379 employees with a time loss of 4,510 working days, were considered. This compared with 43 disputes, involving 21,704 employees, with a time loss of 78,129 days in 1943.

Prior to the coming into effect of the War-time Labour Regulations Act in April, the majority of the industrial disputes in the province came within the jurisdiction of the Federal Government by virtue of the provisions of the "War Measures Act." In addition by agreement with the province of British Columbia federal jurisdiction was extended to cover the coal-mining industry within that province.

New Legislation.—The report outlines briefly certain phases of the "Barbers Act Amendment Act, 1945," which provides that the Board of Examiners in barbering shall be composed of three members of the Barbers Association elected by ballot by the Associa-

tion and a fourth member appointed by the Minister of Labour.

The "Fire Departments Hours of Labour Act Amendment Act, 1945," made provisions for a forty-eight-hour week for firemen. The date for the application of the Act will be set by the Lieutenant-Governor in Council, but if this is not done in the meantime the Act will come into operation automatically one year after the conclusion of the war.

The "Wartime Labour Relations Regulation Act Amendment Act, 1945," makes provision for the acceptance of an allowance of expenses by a member of the Legislative Assembly, in respect of any services he may render as a member of a conciliation board, without endangering his eligibility as a member of the Legislature.

Report of Board of Industrial Relations— Women and Girl Employees

The eleventh annual report of the Board of Industrial Relations provides summaries of the orders made by the Board in 1944,

with respect to a wide range of industries and trades.

Returns were received from some 7,289 employers of women and girls. These showed a total of 60,410 female workers for 1944, an increase of 5,505 workers over 1943. The average weekly wage for women and girls in all occupations increased to \$21.45 in the over-eighteen-years, or experienced group, compared with a high of \$18.51 for the previous year. Legal minimum wages for women eighteen or over in the various classifications covered by orders of the Board, ranged from \$12.75, the lowest, as set for the mercantile industry, to \$15.84 for a forty-eight-hour week in the fishing group. A further decrease in the average weekly hours of work was noted during the year. The average for the 60,410 employees reported, decreasing to 40.84 as against 41.03 in 1943. The percentage of employees under eighteen decreased to 4.76 per cent of the total as compared with 6.61 in 1943. Total aggregate salaries and wages for one week amounted to \$1,267,702.31, an increase of \$278,309.57 over the figure for 1943.

COMPARISON OF PAY-ROLLS

Industry	1942		1943		1944	
	No. of Firms reporting	Total Pay-roll	No. of Firms reporting	Total Pay-roll	No. of Firms reporting	Total Pay-roll
		\$		\$		\$
Breweries.....	34	1,584,038	31	1,758,828	32	2,214,874
Builders' materials.....	76	2,000,579	74	2,306,658	80	2,342,130
Cigar and tobacco manufacturing.....	3	4,441	3	6,971	3	12,474
Coal mining.....	27	4,491,833	26	4,690,314	27	5,330,371
Coast shipping.....	117	8,660,344	119	10,019,897	110	10,987,160
Construction.....	889	30,101,754	753	43,356,556	916	26,473,970
Explosives and chemicals.....	24	3,501,356	23	4,014,989	23	4,019,643
Food products.....	572	16,276,059	547	18,192,018	582	21,321,132
Garment-making.....	63	1,264,303	66	1,403,599	71	1,587,579
House furnishing.....	65	1,778,909	67	1,822,614	77	1,911,175
Jewellery—manufacturing.....	12	343,552	11	347,097	13	364,625
Laundries, cleaning and dyeing.....	104	2,018,329	99	2,433,302	108	2,732,092
Manufacture of leather and fur goods.....	53	866,701	55	926,231	69	1,051,061
Lumber industries.....	938	43,935,333	948	47,078,896	1,041	48,588,954
Metal trades.....	800	17,223,536	801	24,637,007	858	24,644,374
Metal-mining.....	127	11,808,861	93	11,318,358	79	9,367,532
Miscellaneous.....	455	16,012,831	510	26,160,573	456	28,122,805
Oil-refining.....	53	3,039,683	62	3,229,243	59	3,040,979
Paint manufacture.....	10	429,195	10	457,182	11	510,521
Printing and publishing.....	145	4,143,521	142	4,337,734	140	4,653,479
Pulp and paper mills.....	13	8,824,524	12	8,727,109	12	9,449,766
Ship-building.....	46	47,203,906	47	65,494,519	46	52,618,098
Smelting and concentrating.....	5	7,881,503	5	7,466,686	5	6,444,645
Street-railways, gas, water, power, etc.....	110	12,734,102	115	13,613,489	105	14,485,994
Wood manufacture (N.E.S.).....	104	5,917,196	108	7,406,450	121	7,524,236
TOTALS.....	4,845	252,046,389	4,727	311,406,320	5,044	289,799,678

Re-establishment of War Veterans in Australia

THE Re-establishment and Employment Act enacted by the Commonwealth Parliament of Australia on June 28, 1945, is designed to facilitate the suitable employment of ex-servicemen who served with the Australian Forces or who, born in Australia or domiciled there just before joining the Forces, served with the British Commonwealth Forces for at least six months.

The Act includes provisions—

(1) Continuing with some changes, the policy, laid down under the Defence Regulations, of requiring employers to reinstate men and women from the Forces in their former jobs;

(2) Giving preference in employment for seven years to servicemen and to others whom the Central Preference Board considers, in view of their services in relation to the war, are entitled to such preference;

(3) Continuing the existing provisions as regards reinstatement in apprenticeship and the transfer, suspension and modification of apprenticeship contracts which were interrupted by the war; applying there provisions to "trainees" or learners in a skilled trade;

(4) Establishing a Commonwealth Employment Service with local offices to place persons in jobs and to facilitate the administration of the Unemployment and Sickness Benefits Act, 1944;

(5) Continuing in effect the Commonwealth Reconstruction Training Scheme operating through technical schools and industrial establishments;

(6) Facilitating the treatment, training and employment of disabled persons, including discharged servicemen;

(7) For "re-establishment leave" of 30 days to members of the Forces, 15 days if war service lasted less than six months;

(8) For weekly "re-employment allowances" for a maximum of three months, or, in special circumstances, six months, for unemployed ex-servicemen who are capable of and willing to undertake work considered suitable for them and who have taken reasonable steps to secure such work;

(9) For "re-establishment loans" and "business re-establishment allowances" to enable discharged members of the Forces or widows of ex-servicemen, who were before the war engaged in business on their own account or in partnership, or as share-farmers or contract workers, to engage in or resume any business,

practice, or occupation, including the professions and agriculture; either on their own account or otherwise; and

(10) For assisting the States to acquire or improve land for settlement, to allocate dwellings among ex-servicemen, for continuing legal aid bureaux for furnishing legal advice to men from the Forces, or their dependants, and for a moratorium in connection with payments on mortgages or the purchase of land, which debts were assumed before war service began.

The Act is to be administered by the several Ministers concerned with the matters dealt with in it. Questions arising from the refusal of an employer to engage a person who considers he is entitled to preference in employment are to be settled, in the first instance, by a magistrate or, on appeal, by a judge of the Commonwealth Court of Conciliation and Arbitration. Central and Regional Preference Boards are to determine whether any person, not being a member of the Forces, is entitled to preference in employment.

As regards apprentices and learners, the Act allows them two months from the end of their war service to apply for a renewal of their contracts. The Apprenticeship Authority decides, after hearing any objection made by the employer, whether the contract shall be renewed, or shall be transferred to another employer or cancelled. The Authority may, in order to protect the interests of any apprentice, determine, notwithstanding any law or agreement, the number of apprentices who may be employed by any employer. Apprenticeship contracts may be reviewed and varied to take account of the experience and training gained during the war. Apprentices whose term of apprenticeship is not directed to include the whole period of their war service may be paid allowances equivalent to the wage they would be receiving if the contract of apprenticeship had not been suspended.

Vocational training, including training for a professional career and for agriculture, may be given through the facilities of the States as arranged by the Commonwealth Minister. The Commonwealth Government is to pay allowances and expenses of persons eligible for such training. Tuition and other fees may be paid and textbooks or tools may be provided under certain circumstances.

Disabled persons, discharged from the Forces or other persons included in "the Register of Disabled Persons" which is to be established,

who are substantially handicapped because of injury, disease or deformity in obtaining employment or in undertaking work on their own account of a kind suitable to their age, experience and qualifications, may be given special treatment to fit them for employment. The Commonwealth Government may provide, or arrange for the provision of facilities for training, exercise, occupational and other therapy under medical supervision and under circumstances likely to bring about physical and mental fitness. Allowances and expenses may be paid, within prescribed limits, for three months, or in special circumstances for six months. By regulation, employers, including the Crown, may be required to employ a specified number or specified proportion of disabled persons.

A weekly re-employment allowance of two pounds ten shillings is to be paid to a man or woman resident in Australia who has been honourably discharged after at least six months' war service or who, with less war service, has been materially prejudiced by reason of his war service, and who is unem-

ployed and capable and willing to undertake work which, in the opinion of the administrative authority, is suitable for him. A married woman whose husband is able to support her is disqualified and also, any discharged member of the Forces who, since his discharge or the cessation of hostilities whichever is the later, has been employed for more than six months in the aggregate. Refusal to take work made available by a strike or lockout does not disqualify a man. If a woman is capable of only partially maintaining herself, the allowance is to be proportionately reduced.

Allowances are increased where there are dependants and decreased by the amount of any pension or allowance received or by the amount of any earnings. Re-employment allowances are payable for not more than three months, or, in special circumstances, six months. In no case are they payable after twelve months from the date of discharge or from the date a discharged person leaves hospital, or from the cessation of hostilities, whichever is the later date.

THE LABOUR GAZETTE

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Notes of Current Interest

Dominion-provincial meetings resumed

Meetings between the Dominion and Provincial Governments were resumed in Ottawa between November 26 and 29 when a four-day session of the Co-ordinating Committee of the Dominion-Provincial Conference was held.

The proceedings took place in camera, but a statement was issued at the conclusion of the meeting saying that the discussions had been "co-operative and constructive," and announcing that a Dominion-Provincial Economic Committee had been set up to consider the economic factors affecting Dominion-provincial relations.

As described in the September issue of the LABOUR GAZETTE (pp.1280-1306), the first session of the Dominion-Provincial Conference took place early in August. At that time the Dominion Government submitted a memorandum of proposals, dealing with post-war employment policy, social security, problems of the transition period, and financial arrangements between the Dominion and the provinces. Statements were made by the premiers of the provinces, and a number of private meetings were held in which the proposals were further discussed. A Co-ordinating Committee was set up, consisting of the Prime Minister of Canada and the nine provincial premiers. The Conference was then adjourned in order that the provincial governments might study the proposals in detail.

Following the November meeting of the Co-ordinating Committee, the Prime Minister,

Rt. Hon. W. L. Mackenzie King, described the proceedings as follows: "At these several meetings questions related to the Dominion proposals and proposals that have been submitted by some of the provinces were very fully discussed, together with questions arising out of those proposals as well as questions quite apart from anything specifically set forth in the proposals but dealing with matters relating to other aspects of Dominion-provincial relations. The conference proceedings throughout, may I say, were characterized by the utmost harmony ... I would say I could not imagine a better series of meetings than those of the Co-ordinating Committee."

The statement issued by the Committee and unanimously approved by its members was as follows:—

"The Co-ordinating Committee of the Dominion-Provincial Conference (1945) has completed a four-day session in which there was a detailed and frank exchange of the views of all participating governments. While a number of issues were raised, the discussions were co-operative and constructive. It has been decided to establish immediately a Dominion-Provincial Economic Committee, the members of which will examine and report to their respective governments upon the economic factors affecting Dominion and provincial proposals and relations. The Economic Committee will proceed forthwith and will hold its first formal meeting on Tuesday, December 4. The Dominion and each of the provincial governments will have three mem-

bers. The chairman of the Economic Committee will be the senior Dominion member. The secretary of the Co-ordinating Committee, Mr. Alex Skelton, will also be secretary of the Economic Committee. The Co-ordinating Committee will meet again on January 28 to continue its deliberations."

Canada represented on international industrial committees

Opening meetings of two of the seven international industrial committees set up by the International Labour Organization were held in London during December. The meetings were of the coal and inland transport committees. Canada was represented by tripartite delegations, consisting of two representatives each of employers, workers and the Government, as follows:—

COAL COMMITTEE

Government Representatives: Mr. V. C. Phelan, Department of Labour (substituting for Mr. M. M. Maclean, Department of Labour, who was unable to attend); Mr. F. G. Neate, Deputy Coal Controller, Department of Reconstruction.

Employers' Representatives: Mr. John C. Nicholson (substituting for Dr. F. W. Gray, until recently Assistant General Manager, Dominion Steel and Coal Corporation, Sydney, N.S.); Mr. W. Lloyd Craig, President and General Manager, Canadian Coal Operators' Association, Ottawa, Ont.

Workers' Representatives: Mr. Robert Livett, President, District 18, United Mine Workers of America, Calgary, Alta.; Mr. Freeman Jenkins, President, District 26, United Mine Workers of America, Glace Bay, Nova Scotia.

INLAND TRANSPORT COMMITTEE

Government Representatives: Mr. V. C. Phelan, Department of Labour; Brigadier N. B. Macdonald (substituting for Mr. M. M. Maclean, Department of Labour).

Employers' Representatives: Mr. F. W. Edge, Director of Labour Relations, Canadian National Railways, Montreal, P.Q.; Mr. S. M. Gossage, Assistant Manager, Dept. of Personnel, Canadian Pacific Railway, Montreal, P.Q.

Workers' Representatives: Mr. J. E. McGuire, National Secretary-Treasurer, Canadian Brotherhood of Railway Employees and other Transport Workers, Ottawa, Ont.; Mr. J. A. Sullivan, President, Canadian Seamen's Union, and Secretary-Treasurer, Trades and Labour Congress of Canada, Ottawa, Ont.

At the opening of the Coal Committee meeting Mr. Phelan was chosen as vice-chairman.

The seven international industrial committees are expected to act as technical advisers to the Governing Body of the I.L.O. and to the International Labour Conference, and, at the same time, to promote the interests of the industries concerned by exchanging information and concluding agreements on matters of mutual interest.

Canada will be represented on all seven of the committees. In announcing the approval by the Government of Canada's participation, the Hon. Humphrey Mitchell, Minister of Labour, declared: "Recognition of the Dominion's increased industrial stature is implicit in the nomination of Canada to a prime position in helping formulate international policies with regard to key world industries."

Employment and industrial statistics

A drop of 4.1 points in the index of industrial employment released by the Dominion Bureau of Statistics at October 1 indicated a continuance of the downward trend in productive operations which has been evident over the last ten months. The index of the physical volume of business for October was 10.8 points lower than for September. The wholesale price index remained substantially unchanged during October while the cost-of-living index rose 0.2 points to stand at 119.9 at November 1. These data, together with other available statistics indicating trends in industrial conditions in Canada are shown in the table on page 1747.

During September there was a further decline of 42,437 persons (2.4 per cent) in the combined working force of the 15,541 firms reporting to the Bureau. Expansion in the non-manufacturing industries was not sufficient to offset the curtailment in employment in the manufacturing industries where 53,281 workers were released during the month. This drop of 5.1 per cent was the greatest recorded in any autumn month during the last 25 years. The cut was particularly drastic in the iron and steel industries where some 53,000 persons were laid off during September. This decline of 15.3 per cent, by far the greatest monthly decline on record, reduced activity in these industries to the lowest level since the early fall of 1941. Reductions in employment due to cancellation of war contracts were exaggerated by industrial disputes. Chemical, lumber, electrical apparatus, non-ferrous metal, and miscellaneous manufactured products also reported considerably less employment than at September 1. On the other hand, some improvement, partly seasonal in character, was noticed in several industries, particularly vegetable foods and textiles. In the non-manufacturing industries as a whole,

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1945			1944		
	November	October	September	November	October	September
Employment Index ⁽¹⁾		168.7	172.8	183.8	183.3	185.5
Unemployment percentage (trade union members)..... ⁽²⁾		1.4			0.3	
Unemployment Insurance claims.....	36,717		40,473	11,798	6,222	3,715
Index numbers, aggregate weekly payrolls..... ⁽³⁾		137.8	141.1	151.0	151.0	149.6
Per capita weekly earnings..... \$		32.08	32.06	32.29	31.53	31.69
Prices, Wholesale Index ⁽¹⁾		102.9	102.7	102.4	102.3	102.3
Cost of Living Index ⁽⁴⁾	119.9	119.7	119.9	118.9	118.6	118.8
Retail sales, unadjusted index..... ⁽⁴⁾		203.8	187.2	190.4	182.3	178.1
Retail sales, adjusted index..... ⁽⁴⁾		189.8	186.1	181.8	174.4	170.5
Wholesale sales..... ⁽⁴⁾		237.4	217.9	195.3	202.6	205.4
Common stocks index..... ⁽⁴⁾	†108.7	104.2	102.0	86.0	86.2	85.0
Preferred stocks index..... ⁽⁴⁾		142.5	139.4	128.8	126.7	126.3
Bond yields, Dominion index..... ⁽⁴⁾	†94.1	94.4	94.6	97.0	97.0	97.0
Physical Volume of Business Index ^{(5) (4)}		194.5	205.3	227.9	228.0	231.0
INDUSTRIAL PRODUCTION..... ⁽⁴⁾		210.8	223.9	255.4	259.7	260.4
Mineral production..... ⁽⁴⁾		132.9	150.4	191.7	208.9	205.5
Manufacturing..... ⁽⁴⁾		231.9	244.1	284.7	285.8	284.5
Construction..... ⁽⁴⁾		142.2	168.7	89.5	109.2	102.7
Electric power..... ⁽⁴⁾		144.8	146.3	148.5	152.4	153.7
DISTRIBUTION..... ⁽⁴⁾		160.7	166.8	171.1	162.4	170.3
Carloadings..... ⁽⁴⁾		129.1	119.4	140.8	125.4	126.3
Tons carried, freight..... ⁽⁴⁾		144.5	147.4	164.0	139.7	153.6
Imports..... ⁽⁴⁾		144.1	151.1	159.3	184.3	198.2
Exports..... ⁽⁴⁾		211.2	239.9	289.7	290.1	286.3
Trade, external, excluding gold.. \$	367,300,000	347,240,000	459,090,000	478,500,000	427,051,000	
Imports, excluding gold..... \$	134,404,000	122,259,000	141,617,000	160,050,000	159,710,000	
Exports, excluding gold..... \$	238,637,000	227,901,000	220,810,000	312,491,000	313,962,000	264,619,000
Bank debits to individual accounts..... \$	8,580,689,000	5,749,151,000	5,157,321,000	6,671,201,000	4,931,879,000	4,818,599,000
Bank notes in circulation..... ⁽⁶⁾		1,007,400,000	1,009,200,000	913,500,000	906,100,000	868,200,000
Bank deposits in savings.....		2,991,624,000	2,934,845,000	2,343,141,000	2,488,931,000	2,464,187,000
Bank loans, commercial, etc..... \$		978,652,000	969,394,000	1,231,088,000	953,691,000	939,280,000
Railways—						
Car loadings, rev. freight cars ⁽⁷⁾	295,336	302,171	287,146	303,082	306,525	292,631
Canadian National Railways operating revenues..... \$			31,413,000	32,809,000	33,269,000	33,972,000
operating expenses..... \$			26,616,000	28,374,000	29,056,000	28,899,000
Canadian Pacific Railway traffic earnings..... \$		28,646,000	26,181,000	27,165,000	28,161,000	27,631,000
operating expenses, all lines \$		23,777,000	23,471,000	21,135,000	22,402,000	23,940,000
Steam railways, revenue freight in ton-miles.....			5,158,945,000	5,597,194,000	5,815,123,000	5,562,884,000
Building permits..... \$	15,505,000	19,501,000	20,024,000	9,067,000	11,934,000	10,807,000
Contracts awarded..... \$		29,428,000	42,045,000	18,902,000	25,925,000	25,288,000
Mineral production—						
Pig iron..... tons		140,693	135,227	146,972	154,119	145,406
Steel ingots and castings..... tons		205,846	198,508	268,923	275,524	242,725
Ferro-alloys..... tons		14,555	13,517	15,280	15,631	14,568
Gold..... ounces			211,529	223,806	230,749	237,151
Coal..... tons			1,178,000	1,638,000	1,532,000	1,391,000
Copper..... pounds		35,172,000	35,023,000	43,811,000	42,040,000	43,106,000
Nickel..... pounds		17,245,000	16,506,000	22,259,000	21,819,000	22,710,000
Lead..... pounds		32,609,000	29,176,000	35,836,000	18,452,000	18,994,000
Zinc..... pounds		38,860,000	38,459,000	44,718,000	43,098,000	46,956,000
Timber scaled in B.C..... bd. ft.		325,095,000	264,353,000	270,825,000	280,677,000	250,749,000
Flour production..... bbls.		2,227,000	2,046,000	2,307,000	2,049,000	1,973,000
Footwear production..... pairs			3,126,000	3,131,000	3,065,000	2,894,000
Output of central electric stations..... k.w.h.	3,236,986,000	3,309,021,000	3,482,045,000	3,439,651,000	3,482,045,000	3,234,778,000
Sales of life insurance..... \$		69,225,000	52,995,000	52,349,000	48,665,000	42,133,000
Newsprint production..... tons		310,980	269,960	256,762	258,301	244,209

† Week ended November 29, 1945.

(1) Base 1926=100. (2) Figures are for the end of the preceding month. (3) Base June, 1941=100. (4) Base 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the month. (7) Figures for four weeks ended December 1, 1945, and corresponding previous periods.

an upward trend was evident, in spite of some recessions in mining, services and transportation. There was a substantial expansion in logging, moderate advances in communications and construction and a decided seasonal upswing in trade, notably in retail establishments.

The index of employment at October 1 was 168.7. This was 4.1 points less than at September 1, and 14.6 lower than at October 1, 1944. However, the October 1 index exceeded by 47.0 points the corresponding index in 1939. In this comparison, indexes of employment during the war years were as follows: 1939, 121.7; 1940, 136.2; 1941, 165.8; 1942, 181.3; 1943, 187.5; 1944, 183.3.

Of the combined working force of 1,724,549 at October 1, as reported for eight leading industries, 417,677 were women; 257,617 of these female workers were reported in manufacturing. There has been an estimated overall decline of 15.8 per cent in employment in manufacturing over the last 12 months. This represents a loss of 185,200 workers of whom approximately 40 per cent were women. While actually, more men than women were laid off during the year, the discharge rate was higher for women than for men, the proportion being 22.5 per cent as compared with 13.1 per cent for men. Female employees in the manufacturing industries made up 260 per thousand employees at October 1, 1945, as compared with the record proportion of 283 at the corresponding date in 1944.

The total weekly disbursement in salaries and wages at October 1, 1945 aggregated \$55,323,692 as compared with \$56,644,714 at September 1, a decrease of 2.3 per cent. As employment dropped 2.4 per cent during the period, there was accordingly a very slight gain in the average per capita weekly earnings which rose from \$32.06 at September 1 to \$32.08 at October 1. Comparable data on earnings reported at October 1 in previous years averaged \$32.36 per week in 1944; \$31.53 in 1943; \$29.51 in 1942 and \$26.37 in 1941. Less overtime work and changes in the industrial distribution of employees were the factors mainly responsible for the reduction of 0.9 per cent in the average earnings over the last 12 months. During this time the index of employment for the eight leading industries has declined 8.0 per cent while the index of payrolls has dropped 8.7 per cent. Losses in each case were heightened by the strike in the automotive industry where the earnings generally exceed the average.

The volume of industrial production declined sharply in October. The index of the physical volume of business dropped to 194.5 from

205.3 in the previous month. It was 228.0 in October of the previous year. All components registered decreases; mineral production declined 17.5 points, manufacturing 12.2, construction 26.5 and electric power production 1.5. There was also a further drop in the distribution index during the month from 166.8 for September to 160.7. Sharp declines were registered in the volume of external trade; exports dropped 28.7 points and imports 7.0. On the other hand, the index of carloadings increased 9.7 points.

A comparison of information available on economic conditions during the first nine months of 1945 with the corresponding period in 1944 shows recessions in the majority of trend-indicating factors. The decline of 8.4 per cent in the index of the physical volume of business was mainly due to the drop of 29.0 per cent in mineral production and 12.0 per cent in manufacturing. Slaughterings of cattle were 25.0 per cent higher but hog slaughterings decreased 35.4 per cent. Butter production declined fractionally while the output of factory cheese increased 7.0 per cent. The value of imports decreased 10.7 per cent and the value of exports showed a slight but significant decline of 0.8 per cent. The consumption of firm power was 9.1 per cent lower than in the corresponding period in 1944. On the other hand, new business obtained in the construction industry rose 31.7 per cent. Speculative trading was at a higher level; the index of common stock prices registered an advance of 16.6 per cent.

Report on recent I.L.O. meetings

A special supplement to the LABOUR GAZETTE will be issued shortly to subscribers giving an account of four recent I.L.O. meetings: the 27th Session of the International Labour Conference, held in Paris; the Preparatory Technical Maritime Conference held in Copenhagen; and the meetings of the international committees on coal and inland transport.

Labour delegate reports approval of Canadian price control policy

that almost all the delegates of the countries represented at the Conference, and notably those from Great Britain, the United States, India, and Holland, praised the policy followed by the Canadian Government during the war with regard to the control of prices and wages and the struggle against inflation.

Mr. J. A. D'Aoust, Vice-President of the Trades and Labour Congress of Canada, who was the official Canadian labour delegate at the Paris Conference of the I.L.O., stated on his return

Mr. D'Aoust said that these delegates were unanimous in proclaiming that Canada had set an example for the whole world, and that at the end of the war it could compare its situation advantageously with that of any other country in the world, where the control of prices and of inflation was concerned. He said that the delegates admitted that Canada had not been entirely successful in preventing prices and wages from rising, and in stopping every inflationary movement, but that in comparison with other countries Canada had done better than any.

**Minister of
Labour outlines
employment
situation**

Speaking in the House of Commons on December 1, the Honourable Humphrey Mitchell, Minister of Labour, discussed the changes that have taken

place in the employment situation in Canada since the cessation of hostilities.

He stated that for the first time in several years there is a deficiency in the number of jobs available as compared with the number of unplaced applicants. "The total," he said, "is approximately 40,000.

"Since V-J day, of course, there has been a very large cut-back in war manufacturing," the Minister continued. "On V-J day there were approximately 450,000 men and women engaged in war work, the majority of whom have since been laid off. In addition, since V-J day approximately 240,000 men and women have been released from the armed forces. When these figures of lay-offs and discharges are considered, it is clear that the absorption of manpower in civilian production and services has been very satisfactory."

The Minister quoted figures issued by the Dominion Bureau of Statistics (see p. 1849 of this issue) showing that the reduction in employment on October 1, 1945, as compared with September 1, 1945, despite the very great reduction in war work, was in nine leading industries only 2.2 per cent. "This gives some idea," he said, "of the resiliency and the powers of absorption of the Canadian industrial, commercial and agricultural structure.

"In conclusion let me say that the Government is concerned in regard to the situation in Vancouver and in several other cities in Canada, especially those which have had considerable war work. The present season is of course not favourable to commencement of new projects. The shortage of materials in many lines is creating difficulties, but no effort will be spared and I am satisfied that early spring will see a great improvement in the employment situation."

The Minister declared that the Canadian Vocational Training plan was helping to overcome the shortage of skilled men in certain industries.

"Until quite recently," he said, "it has been very difficult to interest men in training plans because work at good rates, without any particular training, was easy to obtain. The situation, however, has since changed and candidates are now coming forward and vocational training classes are being organized as rapidly as possible. Already there are 12,641 in training in Canada."

**Cost of living
index advances
fractionally**

The Dominion Bureau of Statistics cost-of-living index advanced from 119.7 on October 1 to 119.9 on November 1, 1945. This

change was due almost entirely to an increase in the food index from 133.3 to 134, produced mainly by higher prices for eggs and butter. Fuel and light declined fractionally from 106.7 to 106.6, while clothing advanced 0.1 to 122.5. Other group indexes remained unchanged, as follows: rentals 112.3, home-furnishings and services 119.4, and miscellaneous items 109.6.

**Canadian
report on
United Nations
Conference
published**

A report on the United Nations Conference on International Organization held at San Francisco between April and June, has been prepared by the Department of External

Affairs and is available from the King's Printer, Ottawa.

The report contains a study chapter by chapter of the United Nations Charter, with special reference to the participation of the Canadian Delegation and its attitude on the matters under discussion.

In regard to the chapters dealing with Economic and Social Co-operation, which are of specific interest to readers of the *LABOUR GAZETTE*, the report points out that the Canadian Delegation put forward five proposals to strengthen the position of the Economic and Social Council, which were adopted by the Conference and incorporated in the United Nations Charter. The report summarizes the discussion at the Conference of such topics as the relationship of the International Labour Organization to the new Organization, the World Trade Union Congress, the reference in the Charter to "full employment", and the pledge on the part of member states to take joint and separate action for the achievement of economic and social objectives.

Report on western harvest excursion In a final report on the Western Harvest Excursion, Mr. Arthur MacNamara, Deputy Minister of Labour, stated that through

Dominion-Provincial joint action, Western harvest needs had once again been met.

In all 5,387 workers were despatched through the National Employment Service from 63 Employment Offices in Ontario and Western Quebec, to assist in farm work during the western harvest season.

Men from farms were represented to the extent of 4,620, while a total of 555 men from industry were included. It was also noted that 212 women, who had come originally from Western farms, took part in the excursion.

Through co-operation with provincial agricultural representatives and Local Employment Offices, workers were distributed in areas where a shortage of agricultural manpower prevailed. They were allotted initially to the three Prairie Provinces as follows: 1,576 for Manitoba, 2,680 for Saskatchewan, and 1,131 for Alberta. Arrangements included provisions for subsequent interprovincial transfers.

Free transportation for the workers was provided on the outgoing journey and, through a special agreement with the railway companies, a substantial reduction to the Department in the fare from East to West was made effective. For the return trip each man was required to contribute ten dollars towards the price of his ticket.

Much satisfaction has been expressed, Mr. MacNamara stated, by the farm labour officials in the West and by the farmers themselves with the calibre of the Eastern harvesters, as well as with the timely assistance which the latter have given.

This movement and the earlier reciprocal excursion of Western farmers to the East for haying and early grain harvesting, Mr. MacNamara added, are outstanding examples of practical co-operation in the field of federal-provincial relations.

J. A. McClelland appointed member of National War Labour Board The vacancy in the National War Labour Board, resulting from the recent death of Mr. John A. Bell, was filled by the appointment of Mr. John A. McClelland, O.B.E., under Order in Council P.C. 7020, dated November 20, 1945.

Mr. McClelland, as a representative of labour, was a member of the original National War Labour Board which was established on November 19, 1941, (L.G., 1941, pp. 1337-8).

At the first meeting of that Board, he was made a member of the Executive.

Upon the re-organization of the N.W.L.B. in February, 1943, Mr. McClelland and his colleague on the original Board, Mr. George Hodge, O.B.E., were appointed Technical Advisers (L.G., 1943, p. 166). In announcing these appointments in the House of Commons, the Prime Minister stated: "I feel that we are especially indebted to both these gentlemen for the services they have rendered in the past and for their willingness to continue to serve in the capacity in which they will on this new Board . . ."

(It should be noted also that the chairman of the original Board was the present Minister of Labour, Hon. Humphrey Mitchell.)

In further recognition of their services, Messrs. McClelland and Hodge were awarded the O.B.E. by the King the following June.

Mrs. Rex Eaton transferred to west coast It was announced on November 13 by the Honourable Humphrey Mitchell, Minister of Labour, that arrangements had been

made to transfer Mrs. Rex Eaton's headquarters to Vancouver from where she will carry on the work she has been doing for the Labour Department during the past three and a half years.

Her office will be located at 640 Hastings St. W., Vancouver, B.C. In addition to the activities she has been carrying on Mrs. Eaton will act as Vice-Chairman of the Pacific Region, Department of Labour Advisory Board.

The Department is anxious to have a senior officer in Western Canada who can advise on general employment matters.

The move will not lessen Mrs. Eaton's activity in the Department and she will carry on as Associate Director of National Selective Service.

At the commencement of her service with the Department of Labour in May, 1942, Mrs. Eaton organized the recruitment of women for war industry; and at the same time was charged with the administration of the war-time centres for the daytime care of children on behalf of the Federal Government. During the latter part of her term of service, she has been engaged in planning for the readjustment of women in employment during the transition period from war to peace. She also acted as Chairman of the Labour Department's Co-ordinating Committee on Training as well as of the Committee for the promotion of the Home Aide Project relating to household employment (L.G., November, 1945, p. 1623).

A native of Springhill, Nova Scotia, and a graduate of Acadia University, Mrs. Eaton has made her home for the most part in Vancouver where her family presently reside. The Minister referring to her unselfish years of war service, notable for her efficient administration of women's employment matters commented, "This plan will enable her to be reunited with her family and at the same time allow this Department to make use of her experience and interest in employment problems, particularly those relating to women."

Manpower controls relaxed during Christmas season

Manpower controls were again relaxed during the 1945-46 Christmas season, so as to allow the Post Office and retail stores to obtain temporary help to cope with the volume of

mail and the sale of gifts.

National Employment Service regulations requiring prospective workers to obtain permits and employers to channel their requests through the Employment Offices were suspended for the period November 26, 1945 to January 12, 1946. Students, housewives, persons temporarily awaiting employment and others were urged to take advantage of this opportunity to obtain additional remuneration at a period when their services were urgently required.

Although controls were relaxed, employers and applicants were invited to make full use of National Employment Offices on a voluntary basis to meet their needs.

Woods Labour Committee studies requirements

General satisfaction with efforts of the National Employment Service and of other co-operating agencies, in supplying urgently needed woods labour for the present season was expressed by representatives of woods associations at a recent meeting of the Woods Labour Committee of the Department of Labour, according to Mr. Arthur MacNamara, Deputy Minister of Labour.

The Federal Department of Labour had been engaged for several weeks past in a campaign to secure 50,000 woods workers for the current season. While woods labour requirements had not yet been fully satisfied, it was estimated that with a fairly steady flow of woods workers, the most urgent demands of the industry would be met.

At the meeting, during which the labour needs for the remainder of the cutting and hauling seasons were outlined, there were present officials of the Department of Labour, the Dominion Forest Service, the Depart-

ment of Munitions and Supply and the Department of National Defence (Army), and representatives of several major woods associations.

Considerable discussion was centred around the necessity of screening all inexperienced applicants for woods employment. This is necessary in order to cut down, as far as possible, losses to employers involved in transporting and outfitting individuals who on finding themselves unsuited for woods work, leave the job before the employer is reimbursed for his initial outlay. Careful screening is in the interest of the individual Canadian workman, as only those who appreciate that woods work means "camp life" and a fair day's work can expect to find forest employment profitable in the fairly short remaining logging season.

Mr. MacNamara emphasized: "Our construction and building industry, providing as it will the huge requirements for veterans' and other housing, depends in the final analysis upon the supply of lumber available; also, our huge demands for pulpwood and pulp products can only be obtained through the efforts of forest workers.

"As part of our vast reconversion program", he said, "I would urge all men able to do woods work and not now employed in other essential industry, to help meet this national shortage. Wages and conditions of work in the lumber and pulpwood industries are to-day on a par with those obtained in other industrial occupations. It must be appreciated that forest industries have assumed a most important place in our national economy".

Annual Report of Dominion Department of Labour

The work of the Department of Labour during the fiscal year ending March 31, 1945, is described in the Annual Report which was issued recently.

The leading article in the report provides a concise historical review of the Department's activities during wartime. This is followed by descriptions of the administrative activities of the several branches of the Department during the year, many of which are common both to peacetime and to wartime. These include: National Registration; National Selective Service; Industrial Relations (including reports of conciliation proceedings); the Dominion Wartime Labour Relations Board and associated Provincial Boards; the National War Labour Board; the Industrial Production Co-operation Board; Fair Wage policy; Vocational Training activities; Unemployment Insurance and the Employment Service; re-establishment of

ex-service personnel; research and statistics; wartime control of the Japanese population; Government Annuities; and such special services as the publication of the *LABOUR GAZETTE* and the work of the Divisions on Information and Labour Legislation. The report of the Commissioner of the Combines Investigation Act for the year ending March 31, 1945 is included as an appendix.

**Booklet on
labour
legislation
in Canada**

A booklet of thirty-three pages entitled "Labour Legislation in Canada—A Historical Outline of the Principal Dominion and Provincial Labour Laws,

August, 1945" has been issued by the Department of Labour. The information was prepared for the use of the Dominion-Provincial Conference on Reconstruction, August, 1945. Somewhat revised, it has now been reprinted for general distribution. Wartime measures occupy little space in the pamphlet. Historical information is given for most classes of peace-time laws.

The distribution of legislative powers between the Dominion and the Provinces in relation to labour matters is described in a brief section. Headings of other sections are: Trade Unions, Collective Bargaining, Conciliation and Investigation of Disputes, Mines, Factories, Commercial Establishments, Minimum Age for Employment, Workmen's Compensation, Minimum Wages, Fair Wages, Maximum Hours of Labour, Employment Offices and Unemployment Insurance, Vocational Education and Apprenticeship, Uniformity of Provincial Labour Laws and International Labour Organization.

Tabular statements appended to these sections show the provincial legislative standards in connection with school attendance, child labour, minimum wages, hours of work in mines, factories and shops, and benefits payable under Workmen's Compensation Acts.

Copies of the pamphlet may be obtained from the Legislation Branch, Department of Labour, Ottawa.

**Labour-
management
discussions at
Laval
University**

A series of "Industrial Days" is to be organized during the course of the next few months under the auspices of the Department of Industrial Relations of the Social Science Faculty of Laval

University at Quebec.

Conventions in different centres of the province will be devoted to studying the provisions of Quebec labour and social legislation. There will be open discussion follow-

ing the lectures which will deal chiefly with the laws concerning labour relations, conciliation, arbitration and collective agreements. Employers and workers are particularly invited to take part in these "Industrial Days".

**Health League
conference on
industrial
health**

Sponsored by the Health League of Canada, the third Annual Conference on Industrial Health was held in the Royal York hotel, Toronto on December 4,

1945. The general theme of the Conference was "The Re-assimilation of War Workers and Veterans into Industry". Among the speakers were, F. W. Dunn, St. Catharines industrialist, who discussed "What Workers think about Factory Medical Service"; Miss Grace Milne, Supervisor, Industrial Nursing Service of the Toronto Branch, Victorian Order of Nurses, whose subject was, "Part-time Nursing Service for Industry"; Major E. A. Dunlop, Supervisor, Casualty Section, Department of Veterans Affairs, who spoke on, "Industry's Part in the Readjustment of Disabled Veterans"; John Campbell, of the Workmen's Compensation Board of Ontario, on "The Rehabilitation of Disabled Veterans"; Dr. L. Brouha, of Montreal, on the "Mental and Physical Aspects of Fatigue in Industry"; Dr. Raymond Hussey, of Wayne University, on "Industrial Health Problems in the Small Factory"; Dr. F. M. R. Bulmer, of the Ontario Department of Health, on "The Evaluation of Medical Service in Industry"; and Dr. C. C. Burlingame, Hartford, Conn., who discussed the general theme of the Conference, "The Re-assimilation of War Workers and Veterans into Industry".

**National
Co-operative
Union meets
in Winnipeg**

About 200 delegates from co-operative organizations across Canada attended the congress of the Co-operative Union of Canada in the Fort Garry hotel, Winnipeg,

November 26 to 28. It was the first national co-operative congress to be held in Canada in four years.

Interest in the congress centred on the report of the McDougall Commission on the taxation of co-operatives which was tabled in the House of Commons at Ottawa on the day the congress opened. The report of some 35,000 words, with an additional 70,000 words of appendices, proposed the repeal of a section of the Income Tax Act, which gives tax exemption to co-operatives that meet certain qualifications. This would make co-operatives engaged in merchandising and marketing subject to ordinary taxes. However, a further recommendation of the Commission, if acted

upon, would permit of certain tax reductions, including patronage dividends under specified conditions.

The report was discussed at some length by the Congress. As only summaries were available, it was decided to refer it to local co-operatives for study and recommendations, and that any necessary action be left to the national directors.

Among several other problems discussed were changes in the constitution, especially those with respect to the national organization; increasing the membership by means of greater publicity and organizational effort; and protests against certain recent tariff changes.

W. C. Good of Brantford, Ontario, retired as President of the Union, after 24 years continuous service and was made Honorary President. Other officers elected were: President, Ralph Staples, Toronto; Vice-President, L. J. Bright, Bulyea, Sask.; National Directors, L. A. Currie, Cloverdale, B.C.; Russell Love, Edmonton, Alberta; McDermid Rankin, Regina, Sask.; George McConnell, Hamiota, Man.; Francis Delehanty, Moncton, N.B.; and Rev. W. J. McNeil, North Rustico, P.E.I.

The United States State Department is building up a chain of labour reporting posts in strategic cities in Latin America and Europe; including Berlin, Rome, London and Paris. Other attachés are in training for posts in Spain, Africa, Australia and the Orient.

An article in *Business Week* states that "the assignment of these labour attachés to the principal embassies of the United States and Great Britain reflects the importance that is being attached to the activities and policies of labour organizations". The "labour attaché" was introduced by Britain two years ago at the suggestion of Ernest Bevin. As foreign Minister, Mr. Bevin is now expanding the staff and work of this group.

"The United States labour attachés are recruited mostly from experienced students of labour and industrial relations. Before being sent to their posts they are given an intensive ten to twelve week course that stresses the social and political background, as well as the history of the labour movement, of the

country to which they are assigned." The basic idea behind the program is set forth in a State Department announcement which declares that an understanding of the factors influencing the social and economic status of a people is essential for satisfactory international relations.

I.L.O. group drafts model safety code for factories

A group of internationally-known safety experts met at the International Labour Office in Montreal on November 26 to discuss a draft model safety code for factories. They are members of the I.L.O.'s Correspondence Committee on Accident Prevention which was formed in 1926.

Work on the Code was started by the Committee at a meeting held in London last February. The group is expected to complete its work at a final meeting next Spring. After being submitted to an international tripartite preparatory conference the code will be brought before an International Labour Conference together with a proposed Draft Convention, which when adopted will set world-wide standards for safety in factories. Conventions on industrial safety were passed by the Conference in 1932 (loading and unloading of ships) and in 1937 (building industry).

The purpose of the code which is entitled "Model Safety Code for Factories" is to provide such freedom from danger to life, safety and health of workers in factories as circumstances reasonably permit. The safety standards would apply to construction, equipment and working conditions in all factories.

At present the Correspondence Committee is composed of technical experts from thirteen countries—Belgium, Brazil, Canada, Chile, France, Great Britain, Mexico, Netherlands, Norway, South Africa, Sweden, Switzerland and the United States. While they serve in their capacity as technicians in the safety field, they are oftentimes officials who are responsible for factory inspection in their respective countries, or leading members of industrial organizations working to improve safety standards.

Those who attended the meeting from Canada were Lt. Col. Arthur Gaboury, General Manager, The Quebec Association for the Prevention of Industrial Accidents, Montreal; and R. B. Morley, General Manager of the Industrial Accident Prevention Associations in Toronto.

Industrial Disputes Settled Under Wartime Labour Relations Regulations

IN all but about 2 per cent (1.83) of cases dealt with under the Wartime Labour Relations Regulations, the dispute, or potential dispute, between employer and employees has been resolved through action under the Regulations.

From the coming into effect of the Wartime Labour Relations Regulations in March 1944 to November 28, 1945, the National Wartime Labour Relations Board and Provincial Boards have certified bargaining representatives in 2,013 cases. In all, 3,123 applications for certification were dealt with by these Boards, the difference between applications received and certificates granted being accounted for in those rejected, withdrawn or still under investigation.

In the majority of the 2,013 cases in which certification of bargaining representatives was granted, further action under the Conciliation provisions of the Regulations was not required as negotiations between representatives of employers and employees resulted in mutually satisfactory agreements being reached.

In 256 cases, however, the intervention of a Conciliation Officer has been sought by the parties when negotiations between them have not resulted in the completion of an agreement. In 82 of these cases, the Conciliation Officer has been successful in having the parties to the dispute reach a satisfactory settlement and agreements have been signed; while in 143 cases, a Board of Conciliation has been established. Again, in 64 of these 143 cases, agreements between the parties have been signed following the receipt of the reports of the Boards of Conciliation.

In the remaining 79 cases in which Boards of Conciliation have been established, 15 Boards are still functioning or have not yet functioned having been recently fully constituted; in 22 cases the parties are still negotiating following the receipt of the report of the Board of Conciliation in each instance; in 5 cases the plant concerned is now closed and negotiations have been dropped; while in only 37 cases have the parties failed to reach an agreement following receipt of the Conciliation Board's report. In only 8 of these cases have strikes occurred.

Therefore, in comparing the total number of cases (37) in which Conciliation proceedings under the Regulations have been unsuccessful with the total number of cases (2,013) in which certification of bargaining representatives was granted, the small percentage of 1.83 of failure is indicated.

Cases Dealt With Under Wartime Labour Relations Regulations

Total number of cases in which bargaining representatives have been certified under the Wartime Labour Relations Regulations P.C. 1003, March 20, 1944 to November 28, 1945.	2013
Total number of cases assigned to Conciliation Officers under Section 12 of the Regulations, March 20, 1944 to November 28, 1945.....	256
Number of agreements resulting from intervention of Conciliation Officers.	82
Number of cases still being dealt with by Conciliation Officers.....	31
Number of cases in which Boards of Conciliation established	143
Number of cases in which agreement reached as result of Boards deliberations	64
Number of cases in which Boards of Conciliation are still functioning or have not yet functioned.....	15
Cases in which parties are still negotiating following receipt of Board's reports	22
Cases on which plants closed following submission of Boards' reports.....	5
No agreements yet reached following receipt of Boards' reports.....	37
Number of strikes following transmission of Reports of Boards of Conciliation	8*

*There were also 15 strikes in cases where reports of Boards of Conciliation have been received or in which a Conciliation Officer has been appointed to deal with the dispute. However, these strikes were all in sympathy with the strike of Ford Motor Company employees.

Supervisory Training in Canada

"SUPERVISORY Training," introduced to Canadian industry by the Canadian Vocational Training Branch of the Department of Labour in 1943, has achieved much success in increasing labour and industrial efficiency throughout the country. The scheme is designed to accomplish this increased efficiency by elevating the calibre of supervisory personnel.

It provides, without cost to the company, basic training for supervisors in skills of instruction, handling workers, improving production methods and office procedure.

The success has been testified to by the many reports and testimonials received by Supervisory Training, telling of benefits and advantages that have resulted to many diversified industries and business organizations throughout Canada.

Examples of some of the more representative ones are presented below.

The Textile Industry reports that it "has the idea that this training plan will prove a solution to the labour problem. We feel that this training is showing the right way to do a job, that is the correct method of piecing up ends, how to creel correctly, and how to make weavers, knots and all the other points that go to make good tenders and weavers. Eventually the quality of our employees will improve with a constant reduction in frame and loom stoppages."

The letter quotes such specific results as:—

"Twenty-one male workers taught to be weavers and running 48 looms in two weeks. Previous to the institution of Supervisory Training this required from one and a half to two years."

"Seventeen men, being taught to be doffers, have been brought to the stage of training which previously took from six months to a year, in one month."

Royal Typewriter Company Limited, Quebec states that it found much of the benefit to be intangible in that it shows itself in an improved attitude on the part of the man.

"However in the short span of time since we have completed Supervisory Training we have noticed several specific improvements which can be attributed directly to it.

"The redesigning of one of our sub-assemble fixtures eliminated a tool hazard without lowering production.

"One of our foremen states by applying this training, he has reduced the time required for the breaking in of new operators by 50 per cent and the new men thus trained have, on the average, made superior operators."

In British Columbia many of the larger unions have taken up the scheme and in many cases have helped sell it to management.

The Canadian Pacific Railway Company is instituting Supervisory Training as a post-war training scheme. It aims eventually to train 2,800 to 3,000 supervisors on western lines alone.

The Dominion Government has accepted Supervisory Training as a training plan for all its branches.

Objectives

In order to meet the objectives of management in getting production out on time at the lowest cost consistent with safety and quality, supervisory staffs have five definite needs:

- (1) Knowledge of Work,
- (2) Knowledge of Responsibilities,
- (3) Skill in Improving Methods,
- (4) Skill in Leading,
- (5) Skill in Instructing.

With these objectives in view, the scheme offers five courses in Supervisory Training.

They are as follows:

(1) Job Instruction Training

Results from this course may be expected in: fewer accidents, shortened break-in time, less tool breakage, decrease in absenteeism and increased production.

(2) Job Safety Training

Some of the results from this course are found in a reduction in accidents due to human failure and reduction in loss of man-hours.

(3) Job Relations Training—Series I

Results in fewer misfits, fewer grievances, improved morale and less labour turnover. An induction for new employees may be developed in conjunction with it.

(4) Job Methods Training

The results of improvements from this course include: better use of manpower, saving of materials, better use of space and general reduction in the cost of operation.

(5) Job Relations—Series II

This is an intensive program designed to give operating supervisors practice in developing skill in leading.

Each of the five courses consists of five two-hour sessions which may be held on five consecutive days, or, on alternate days spread over a two-week period.

There is no cost to the company in connection with these programs other than the time allowance to participate, or, where a company representative is sent out of town to participate in an institute being conducted at a central point.

Plans are under way to utilize documentary films in connection with the courses.

Minister of Labour Reviews Work of Department During War Years

Address in House of Commons Dealing with Controls, Vocational Training, Rehabilitation, Labour Relations, Japanese Question, Unemployment Insurance, Cost of Living, Etc.

ON November 21, the Minister of Labour, Hon. Humphrey Mitchell, presented the estimates for the Department covering the current fiscal year. His preliminary statement with respect to the activities of the Department was as follows:

Mr. Chairman, on previous occasions when I have spoken in support of the estimates of the Department of Labour, the accent was on mobilization for the armed forces; munitions plants and other industries highly essential to the war effort. For some time now we have been concerned with mobilization for the new era of peace.

The war took a heavy toll of Canada and of other members of the united nations but we are fortified in knowing that our country is stronger, more productive and more resourceful than we had previously realized. I did not have the opportunity of making a statement earlier this year because of the short sitting leading up to dissolution of the nineteenth parliament. Therefore, in a brief way, I would like to bring the committee up to date on the activities of the Department of Labour. First of all, when hostilities ended, we were fully aware of the importance of and our responsibility for facilitating the return to civilian life of men and women who served in the armed forces; and of placing in other work those made idle by the cancellation of munitions contracts.

The general demobilization policy of the government, as you know, has been "first in, first out" and that, I think all will agree is sound. However, it was immediately appreciated that there were in the armed forces men who had held key positions before enlistment and that their speedy release would be helpful in the reconversion plans of industry and business; specifically in providing more jobs for the men being released after service in the war.

Demobilization Procedure

Order in Council 3683 passed on May 24 last provided for an industrial selection and release board in Ottawa and regional committees in Halifax, Saint John, Quebec, Montreal, Kingston, Toronto, London, Winnipeg,

Regina, Edmonton and Vancouver. The chairmen of the committees are members of the judiciary, who formerly acted as chairmen or members of the mobilization boards. Thus there has been available the information and experience accumulated by those boards.

The board at Ottawa and the local committees represent the Departments of National Defence (Navy, Army and Air Force); Labour; Reconstruction and Supply and the Wartime Prices and Trade Board of the Department of Finance. From their inception the committees have received a great many applications for the premature release of men from all three forces. Every application has been given careful consideration.

Under the Reinstatement in Civil Employment Act, passed in 1942, men and women are legally entitled to return to the positions which they left to join the armed forces without loss of rights which would have been theirs had they continued in such positions. We have expedited the release of such persons if in Canada because they were going back to former employment and thus would not be taking jobs that might be made available to others who had enlisted earlier in the war. Prior to August 14, applications for releases approved by the committees were forwarded to the board in Ottawa for review. From that date, the committees have been given the right to make final decisions and forward recommendations directly to the armed service concerned.

Discharge Priorities

Realizing the need for speedy construction of 50,000 housing units to ease the situation which in many important centres has been so serious for the families of veterans and others, the committees and the Board at Ottawa have done everything possible to speed up the release of building trades workers. It was stipulated that men who applied for their discharge or for whom application was made must have had at least one year's experience as bricklayers, carpenters, plasterers, plumbers, roof and electrical workers.

In addition efforts have been directed towards the early discharge of men for the manufacture of bricks, cement blocks, tiles, tools, shingles, plumbing and electrical fixtures.

We have recognized also that it would be helpful to reconversion to arrange for the release of men who would be of substantial use in A or B priority industries and service-men experienced as coal miners, lumbermen and so on. We have not limited such applications to employers. Applications also have been accepted from employer organizations, trade unions, and the employment service of the Department of Labour. The information requested so that these applications could be considered was as to the experience of persons concerned in the work to which they wished to return. Through the procedure outlined, we have done everything possible to see that university, secondary and elementary school teachers were discharged without delay as there has been a shortage in these categories for some time.

Veterans' Placement Division

A government services selection and release committee was set up for the purpose of recommending the release of former civil servants needed in the departments which they left to join the forces.

We have been dealing for a considerable time with the problem of re-settling service personnel in civilian life. The Employment Service of the Department of Labour recorded more than 334,800 such placements from April, 1942, to September 30, 1945. Actual discharges from the forces up to September 30, 1945, numbered 383,000, so it will be seen that through the employment service we have handled a number of repeaters, which, under normal conditions, is inevitable.

To handle this work properly, we set up a veterans' placement division, with a supervisor of placement attached to the head office in Ottawa, and regional supervisors in the maritimes, Quebec, Ontario, the prairie provinces and British Columbia.

Armed forces registration units were established in the local employment offices and veterans' employment advisers chosen to act as counsellors and work in co-operation with the officials of the Department of Veterans Affairs. Their duty is to provide information, advice and assistance in carrying out the government's rehabilitation program.

Vocational Training

The staff of the unemployment insurance commission was augmented by the reinstatement officers to make sure that the regulations

of the Reinstatement in Civil Employment Act were observed. Our experience in administering that act indicates that employers generally are eager to fulfil their obligations.

Five methods of vocational training to ex-service personnel include: pre-employment, indentured apprenticeship; correspondence courses; training on the job in industrial and commercial establishments; and in certain cases pre-matriculation.

Training allowances paid are \$60 a month for single persons and \$80 a month for married persons with additional grants for dependents. Where necessary the government has been supplementing the income of ex-service men apprenticed under the "training-on-the-job" plan. The Department of Veterans Affairs determines those eligible for training, the length of course, and training allowance. The vocational training branch of the Department of Labour, in co-operation with the provincial governments and private organizations, of course provides the actual training. Up to September 30 the training branch had enrolled 17,530 ex-servicemen and women. Of this number 12,116 were enrolled since April 1. There were 7,490 in training on October 1. The others had been placed in employment.

Civilian Credits for Veterans

Last April a Royal Commission on Veterans' Qualifications was set up under the chairmanship of Colonel Wilfrid Bovey of Montreal to study the problem of granting civilian credits to ex-service people for experience, skill and knowledge acquired during service with the armed forces. The report of the commission was tabled in the house on October 29 of this year. Action has already been taken on several of the recommendations made.

The peak of war employment was reached in September, 1943, when 860,000 persons were on the payrolls of plants across the country. The total dropped to 675,000 by the end of 1944 and to 150,000 as of October 1, of this year. This gradual reduction assisted our employment offices in dealing with the situation as it developed in each major centre.

That good work was done is indicated by the fact that the total number of job placements in the fiscal year 1944-45 was 1,728,034. The job done, Mr. Chairman, is an indication of the magnitude and the efficiency of the machine built up since 1941. In my judgment it reflects resiliency and the ability to face up to any given problem by the people of the country and the civil servants employed by them.

Many of the plants which were engaged in munitions production returned with comparatively little delay to the making of capital

and consumer goods, absorbing a substantial percentage of released war workers, the majority being men. This type of production should be steadily increased, for it is obvious that the people of Canada will be heavy buyers in the next year or two of numerous commodities they could not get during the war.

One has only to think of automobiles, refrigerators, radios, household appliances of all kinds, furniture, clothing and many other items in the production and distribution of which factories, warehouses and stores should be busy for a considerable time.

May I say this in passing. You cannot face the inevitable problems of peace from a negative point of view, and I am convinced of this, that just as we built the greatest industrial machine in the life of this nation, and built it in a very short time after the outbreak of war and the fall of France, given the co-operation of the Canadian people, leadership in the part of employers and workmen's organizations and also in agriculture, together with this government, we can make just as big a contribution to peace as we made to the recent war.

Co-operation of Business and Industry

Of course, we shall lean heavily upon the initiative of our manufacturers and business men in the production of goods which will ensure high employment. The ingenuity and drive which they displayed in the war years is a definite assurance of this.

Gold mines—and here I am looking at my Social Credit friends—should absorb a substantial number of men formerly employed in war plants. The total employment in gold mines dropped to 15,000 this year. Upwards of 35,000 men could be employed in the industry. Base metal mines, lumbering and production of pulpwood for newsprint and other uses will require a large number of men.

Labour-Management Relations

I wish to make this point with all the emphasis at my command. We shall not achieve our goal unless management and labour walk up the road together. Bickerings and strikes will be a millstone around our reconstruction, which is possible only on the basis of just and friendly partnership between capital and labour.

I might refer in passing to the recent tie-up in Windsor, and I hope that my hon. friends throughout the House will join with me in the sincere trust that these differences will be shortly patched up and that this great industry will be in full production again.

The change from war to peace-time employment has naturally involved the question of comparable wages, types of jobs and the movement of persons from communities where they were war-time residents. Some of the training and experience gained in munitions plants will not be used now, but on the whole a great deal of it has equipped men and women to do better work and to improve their earnings in peace-time production.

War Service of Women Commended

I would be remiss if I did not say how splendidly our women played their part during the war years. We estimated that as of April 1 last there were 1,046,000 women gainfully employed in the Dominion of Canada. This figure did not include 31,000 women in the armed forces and 800,000 women engaged on the farms of the country. When the war in Europe ended the regulations affecting employment of women were removed, restoring to them the freedom to seek their own jobs.

With the closing down of war industries, many women, particularly married women, have made no effort to seek other employment. This trend is especially marked among the wives of returning war veterans. They have preferred—and I think this is a pretty sound conclusion to arrive at—to return to home-keeping.

For others there have been opportunities for employment in hospitals, restaurants, hotels, laundries, offices, the textile and other industries. The Employment Service of the Department of Labour is doing everything possible to assist women in adjusting themselves to peace-time conditions of employment. Women of course will be entitled to participate in our vocational training plan.

Employment of Youth and Handicapped

We have to meet the problem of placement for the large number of young persons who had never worked before they went into the forces, as well as of those who are physically disabled. A special division of our employment service works in close co-operation with the casualty rehabilitation section of the Department of Veterans Affairs.

It has been found during the past war that the loss of limbs and even of sight does not necessarily handicap persons from obtaining gainful employment. Employers generally understand that the physically handicapped person may not be vocationally handicapped. We have been placing handicapped persons at the average rate of over 1,400 each month for some time. About sixteen per cent of them were handicapped ex-service men.

In this work we are co-operating with the Canadian National Institute for the Blind, the council for the guidance of the handicapped of Vancouver, and the associations for the deaf and hard of hearing.

Vocational Training Program

A great deal of reliance will be placed upon our vocational training program and on our apprenticeship order to fit men and women for jobs in this reconstruction period.

So far a total of 696,000 students of both sexes have enrolled for all types of training, and the total federal expenditures have amounted to more than \$28 million. The larger proportion were trained for the armed forces and industry during the war.

Our present vocational training plan is covered by P.C. 1648, following recommendation made by the Vocational Training Advisory Council and after full discussions with provincial educational authorities. Under this order there are dominion-provincial agreements to cover a ten-year period. The dominion government will contribute \$20 million during the ten years, with an equivalent sum being contributed by the provincial governments. In addition, \$10 million is provided to be spent in the next three years on physical facilities for vocational training such as modern shop equipment.

We expect to carry on under the old youth training agreements with the provinces in order to provide assistance primarily to rural young people and to young people leaving school; also to provide financial assistance to university students.

Anticipating the needs of the post-war period we already have in operation ten-year apprenticeship agreements with all the provinces except Quebec and Prince Edward Island. We hope to complete an agreement with Quebec before long. These apprenticeship agreements will be especially helpful in the building and construction trades.

National Selective Service

National Selective Service was adopted early in 1942. It was necessary to guide the stream of workers into the more useful and essential war-time jobs. As I said earlier, I think it can be said in a big and broad way that we measured up to our responsibilities in that regard. As we all remember we had to impose a freezing order on various classes, particularly those engaged in high priority war industries and in the production of primary materials. We even had to freeze teachers in their school jobs in order to ensure that schools would not be closed. At the first

opportunity we discontinued many of these controls. That affecting teachers was lifted some time ago.

Withdrawal of Controls

On September 3, all those moved by the compulsory labour transfer orders had restored to them the right to go back to their old jobs. As of September 17, we ended the freezing of workers in designated establishments. The right to advertise freely for employees, provided that there is clearance through our employment offices, has been restored to employers.

As of November 15, men no longer were "frozen" on farms and we ceased the compulsory direction of men to mining and other basic industries. The emphasis now is on freedom of the choice of jobs and employees by the worker and employer respectively. Regimentation may be necessary in war time, but it is my profound conviction that it has no place in the Canadian economy in time of peace.

Let me say this—and I think I have said it before—that when we were going through those very difficult times in 1942, when the British people stood alone, when we were hanging on the ropes, so to speak, and when it became my duty to direct the organization of the man-power of this country, I said that I hoped that no action of mine, taking the long view, would interfere with the basic principles of freedom which have made the British people what they are. I hope in the not very distant future completely to eliminate all man-power controls which were set in motion in order that this nation might be organized for victory.

With me, freedom is a religion. Remember this: the two great forces that destroyed Germany, Japan and their allies, came from free people. I refer to radar and the atomic bomb. One cannot think in a vacuum. This war and the last one have vindicated the science of government and the principles of freedom given to this nation and the world by the British people. Of course, when I speak of the British people, I am speaking in the broadest sense.

The principal controls still in effect are, of course, the permit system—which will go down the drain, too, in the not very distant future—under which a man may not accept a new job without a permit. From this, however, certain industries are excepted, such as agriculture and fishing.

Seven days notice must be given by male and female workers or by an employer wishing to end employment, except where shorter

notice is provided for in the regulations or by an employment office.

They are the only two man-power controls we have left at the present time.

Unemployed men are still required to register at the nearest employment office, if unemployed for seven days.

Labour exit permits must be obtained by anyone wishing to seek or enter employment outside Canada. They are, and will be, granted much more freely than they were during the period of the war.

Our ultimate objective was to change over to a National Employment Service to which employers and employees alike will come of their own accord. We are in a position to give service to the nation in employment matters which we believe will equal that given anywhere in the world.

In the administration of selective service civilian regulations we have tried to be fair at all times. Between July, 1943, and September 1, 1945, 57,510 contraventions of the regulations were reported and investigated. In most cases, adjustments served the purpose. Courts of referees under the Unemployment Insurance Act were used in that connection.

Wartime Labour Regulations

I am happy to report that as a result of P.C. 1003—which many people, may I say, discuss without a knowledge of the basic principles of the order—establishing the wartime labour relations regulations, there were in 1944 only 199 strikes and lockouts as compared with 402 in 1943. The number of workers involved was 75,290 and the time loss was 490,139 man-days, as against 218,404 workers and a time loss of 1,041,198 man-days in 1943.

The Wartime Labour Relations Regulations have advanced the development of trade unions as bargaining representatives. Since they were established in March, 1944, the national and regional boards administering this order have dealt with 3,113 applications for certification, of which 2,006 were granted.

During the same period, our conciliation officers have dealt also with 242 cases in which employers and employees had not been successful in their negotiations for collective bargaining agreements.

A great deal of work has also been done under the Conciliation and Labour Act in the way of preventing industrial disputes from becoming serious.

I believe the Department of Labour's activity is steadily increasing in value to workers, industry and the country.

We now have 382 labour-management production committees in a variety of industries employing an aggregate of 236,000 workers. These committees have been set up under the Industrial Production Co-operation Board established by P.C. 162. It is the government's intention to encourage the formation of more of these committees as we feel they will be very useful in meeting the problems of reconversion.

Combating Inflation

The wartime wages control order and price stabilization have formed a barrier against inflation. Inflation would greatly have hampered our war effort. Fortunately, the government's policy has been successful and prices have been held down very well, which has placed us in a good position for post-war recovery.

Since the policy became effective in November, 1941, the cost of living index of the Dominion Bureau of Statistics has risen by only 4.2 points. Previously from 1939 there had been a rise of 14.6 points, making a total of 18.8 points after adjustment to the base, August, 1939, equalling 100. To take care of this increase we first had the cost of living bonus plan and later we merged the bonus into basic wage rates. The cost of living index rose by 87.5 points from July, 1914 to October, 1920, (after adjustment to the base July, 1914 equalling 100) and by 72.7 points from October, 1916, to October, 1920.

This means that the cost of living during the forty-eight months October, 1916, to October, 1920, increased 68.5 points more than during the corresponding period of the present war October, 1941, to October, 1945.

That will give the committee some indication of the measure of success of the prices and wage stabilization policies of the Canadian government. Only to-day I was talking to persons who have just returned from the continent where prices are completely out of control. In France the black market is about the only place where one can purchase anything. In Belgium, in Holland, in Germany, in Italy, and even in Great Britain, they are back to the \$10 shirt of the last war. I think it is the self-discipline of the Canadian people and the leadership of the Canadian government that have made the stabilization of our country possible.

There have been adjustments in wages where it was shown that they were unfairly low. Decisions given by the regional and national boards have greatly increased the incomes of workers without jeopardizing our price stabilization policy.

There has been an increase in the wage rate index from 105.3 in 1939 to 144.7 for 1944. The base of 100 is the average for 1935 to 1939 inclusive.

Mobilization Operations Reviewed

And now I have some information which I had intended giving to the committee prior to dissolution of the nineteenth parliament.

First, in connection with the mobilization section of National Selective Service, I recall that there was in the minds of many members of this House the feeling that we had been remiss in tracing men who had not reported when called up for military service.

The latest report, revised to September 30, showed that 807,580 men had entered the armed forces of Canada and 278,651 were on, or applying for, postponement. The bulk of the remaining pool of men consisted of those who were declared medically unfit to the number of 615,904.

In April, 1944, I informed the committee that there were 49,001 men of military age unaccounted for. More than 300,000 mobilization orders subsequently were issued. As of November 3, 1945, the number of men unlocated had dropped to 10,649. This figure represents 0.57 per cent of the total number of men in the designated age classes. The R.C.M.P. and commercial reporting agencies were of great help in tracing these men.

We located others through the order compelling employers to report to divisional registrars the names of those who were not in good standing under the mobilization regulations. This order was repealed on June 26 last.

In order to dispel any doubt as to the accuracy of the statistics both in Ottawa and in the offices of the divisional registrars, we retained the firm of Peat, Marwick, Mitchell and Company, chartered accountants of Montreal, to audit the mobilization records. Our statistics were found by this firm to be accurate within the margin of error of 2.2 per cent.

Early last spring we undertook a spot check of designated men who had been granted postponements to work on farms. The check proved that these men were living up to the conditions under which they obtained postponement.

Movement of Labour

We have, of course, this year continued to co-operate with the provinces under signed agreements to secure the highest possible diversion of labour to farm work, especially for the seeding and harvesting seasons. It was appreciated that Canada had to produce large quantities of food to meet the urgent needs of Europe, as well as of our own country.

More than 1,900 men from the prairies came east during the latter part of June to help in Ontario and other provinces and 5,000 men went from eastern Canada to the prairies this past autumn.

There was quite a large movement of women workers from Saskatchewan and Alberta to British Columbia for fruit-picking in the Fraser and Okanagan valleys. The federal Department of Labour has paid all the expenses of moving workers from one province to another and has shared equally with the provinces the expenses of movements within the provinces.

The navy, army and air force again co-operated by granting leave to several thousands of men to assist at the peak of farm activities and we have also used prisoners of war.

In order to maintain adequate production of coal for our industries we continued to exempt coal miners from the military call-up, to the time the order was suspended.

We have, of course, given special attention to essential civilian production such as meat packing and fish canning plants, flour mills, building construction, coal delivery, ice harvesting and delivery.

The importance of meat packing plants has been continually before us. In September, 1944, the total number employed was 15,800. By the middle of December we had increased this figure to 20,000. We were able to divert a large number of farmers to the packing plants during the winter months.

The threat of a stoppage of work in packing plants across the country in October was averted, I am glad to say, because of the good sense displayed by the employers and workers and the action taken by the government.

The production of timber has always been important. In view of the continued high demand for pulp for the newsprint and other industries, last winter, as in former winters, we directed idle farm labour to the woods. There were twenty-five per cent more farm workers engaged in these operations during the winter of 1944-45 than during the previous winter.

Prisoners of War Labour

We have used the services of prisoners of war in lumbering camps. At present more than 9,500 are so employed. Altogether there are now about 15,200 prisoners of war employed, the others being on farms and in manufacturing establishments.

I should interject here that during the year about 2,900 prisoners of war, together with about 3,500 Japanese evacuees, have been employed on sugar beet farms in Alberta and Manitoba.

Let me say in passing that had it not been for the Japanese and the prisoners of war we would have had no sugar beet crop in Alberta nor, I think, in Manitoba. It was just one of those jobs of organization, where we had to move in quickly in order to save the crop.

Such employment has been reflected in the current sugar beet crop which is the largest ever harvested in Canada, amounting to 355,000 tons. This, according to sugar company officials, will yield over 115,000,000 pounds of sugar, exceeding the record 1942 production of 103,000,000 pounds.

Veterans Hospitals and Housing

We gave top labour priority to the building of veterans hospitals. Where tradesmen of special skills were not to be had in one part of the country, they were brought from other sections and the government paid the transportation costs. As a matter of fact, we are giving labour preference to all housing construction financed under the National Housing Act.

We undertook housing surveys in various centres to determine not only the minimum housing needs but also the availability of skilled and semi-skilled labour. In addition, a registration was taken of all men who have had experience in the building or construction trades so that they would be released from the jobs they are doing and returned to the building industry.

I cannot pass on without expressing my appreciation of the work of the national joint conference board of the construction industry. With representatives of employers and employees sitting around the table, there has been developed a real appreciation of the interests of both sides. Much study has been given by this board to problems involved in the change from war to peace and there is a desire that this board shall continue to function during the years ahead.

Wartime Bureau of Technical Personnel

The Wartime Bureau of Technical Personnel has been an important branch of the Department of Labour. With demobilization and the closing down of war industries, the Bureau's attention is now being directed to the reconstruction programme and to the replenishment of engineering and scientific staffs of large employers.

Japanese Problem

The Japanese division of the Department of Labour has been engaged during the past year in the supervision of approximately

24,000 Japanese across Canada, of whom 75 per cent are Canadian citizens and 61 per cent are born in Canada.

We have had to provide maintenance for 3,900 unfit people and education for 4,000 children. A royal commission last year, and various inspectors since that time have described our welfare and educational facilities as reasonable and adequate.

Of the Japanese in Canada, 61 per cent are living in British Columbia, 21 per cent on the prairies, and 18 per cent in eastern Canada.

We have continued to use adult Japanese in various forms of labour, on fruit and sugar beet farms and in lumber camps. We have at the present time 9,000 Japanese employed in useful occupations.

Government Policy Defined

On August 4, 1944, the Prime Minister spoke at considerable length in this house, outlining the policy which was to be followed respecting people of Japanese origin living in this country. This is on the record and does not need repetition by me. I should like, however, to summarize briefly the main features of this policy and then to review the steps which have been taken to give it effect.

First, the Prime Minister expressed recognition of the concern felt by British Columbia at the possibility of again having concentrated within its borders virtually the entire population of people of Japanese origin in Canada. As he stated, in the past this has led to so much bitterness and strife that it must be avoided in the future. This should be done, not only in the interests of the people of British Columbia, but also of the people of Japanese origin themselves.

Second, for the future protection of people of Japanese origin who have remained loyal to Canada during the war, as well as to eliminate those who have shown that their true allegiance is not to Canada but to Japan, a basic feature of the policy was that those who have shown disloyalty to this country during the war should not have the privilege of remaining here.

Third, that in the years after the war, without any declaration which would be binding indefinitely into the future, Japanese immigration should not be permitted.

Finally, and most important, even though problems of assimilation are extremely difficult, people of Japanese origin who have been guilty of no disloyal act or who have not displayed any disloyal intent, must be treated fairly and justly. As stated by the Prime Minister:

For the government to act otherwise would be an acceptance of the standards of our enemies

and the negation of the purposes for which we are fighting.

The Prime Minister then outlined tentative measures for carrying out the policy. He said it would be necessary to establish a quasi-judicial commission to examine into the background, loyalties and attitudes of all persons of the Japanese race in Canada to ascertain those who should not be allowed to remain here. The government's intention was to have these persons, whether Japanese nationals, British subjects by naturalization or by birth, deported to Japan as soon as physically possible. He said also that there may be some who voluntarily indicate a desire to proceed to Japan. For these, he said, no further examination would be required and whatever their national status they would be allowed and encouraged to go as soon as could be arranged. Then he stated that the remainder, if properly admitted to this country and wishing to remain here, should be allowed to do so, but added for the reasons cited:

They should not be allowed once more to concentrate in British Columbia.

Application of Policy

My purpose in reviewing the main features of the policy is to make it clear that the repatriation policy on which I now wish to make a statement is a part of the general policy as announced by the Prime Minister and represents no departure from it.

At various times during the war, groups of persons of the Japanese race have indicated that it was their desire to go to Japan during the war or as soon thereafter as possible.

In the early part of 1945, a survey was made to ascertain how many there were who desired to be repatriated to Japan. All persons of the Japanese race who could readily be located were requested to indicate voluntarily their wishes in this respect. No coercion or force or any pressure of any nature was used. On the contrary, every precaution was taken to see that there could be no basis for a charge of coercion.

There is a total of 10,347 involved in the voluntary requests made for repatriation. Of this number, 6,844 actually signed requests—the remainder are dependent children under sixteen years of age of those who signed. Those signing included 2,923 Japanese nationals, 1,461 naturalized Canadians and 2,460 Canadian-born. Of the 10,347 involved in the requests, more than 70 per cent were residing in the interior housing settlements in British Columbia when the survey was undertaken.

Up to September 2, 1945, the date of the signing of the Japanese surrender, only a

very insignificant number had applied to revoke these requests. Since September 2, 1945, applications for revocation have reached us in considerable numbers.

As the first step in the repatriation of this group, the government decided that it was necessary to obtain the advice of General MacArthur, the supreme allied commander in Japan, as to when he would be prepared to receive these repatriates and we have been advised that he is prepared to accept them whenever shipping arrangements can be completed for the transportation of these people to Japan.

The government is of the opinion that, in general, all Japanese nationals who have requested repatriation, should be repatriated because it is quite clear that their loyalty is to Japan rather than to Canada.

On the other hand, the government is of the opinion that where any Canadian citizen of the Japanese race who applied for repatriation has subsequently submitted in writing prior to the Japanese surrender on September 2, 1945, an application to cancel his repatriation request, such cancellation should be permitted.

It is also proposed to review those cases of Canadian-born persons of the Japanese race who may have applied, subsequently to the Japanese surrender, to revoke their request to be sent to Japan.

Let me say, with all the emphasis at my command, that no coercion was exercised in the taking of requests for repatriation from persons of the Japanese race. I would not stand for it for one minute, neither would the government nor the people; this is a free country. To support that contention I should like to refer to the fact that recently a thorough investigation was made by the International Red Cross with respect to this very matter. A charge was made by Japanese spokesmen that there had been intimidation, and the report of the commissioner is to this effect, that there could be no question whatsoever of intimidation, and that the word had been used wrongly.

Conscientious Objectors

On September 30 we had registered 10,873 as conscientious objectors. About 70 per cent of them have been employed on farms. There are 196 in alternative service work camps. These are men who have refused to abide by our regulations.

Labour Pool at Halifax

Under P.C. 5980 we discontinued on November 3, the reserve labour pool of longshoremen at Halifax. This plan has worked out

well in expediting the turn around of ocean vessels. The arrangements with regard to the pool provided for a government guarantee of a minimum weekly wage.

Payments under the guarantee naturally were higher in the summer seasons but as ship loading picked up in the autumn and through the winter, disbursements by the government were reduced.

In January, 1945, the average number of man-days worked was nearly 50 per cent greater than in January, 1944, and the net cost to the government under the guaranteed wage plans was only \$6,300 as compared with \$75,000. The daily average volume of cargo handled over the wharves, exclusive of the Bedford basin, was 6,500 tons as against an average of 4,200 tons in 1944.

Unemployment Insurance Fund

During the fiscal year 1944-45 the contributions of employers and employees under the Unemployment Insurance Act, administered by the unemployment insurance commission, amounted to \$63,730,896. Under the Act, the dominion government contributes 20 per cent of the combined employer-employee contributions which amounted to \$12,746,179.

Interest on investment securities and profit on sale of these totaled \$6,195,927, bringing the revenue up to \$82,673,002 for the year.

Claims allowed during the year numbered 83,175, and benefit payments amounted to \$4,966,483, leaving a net revenue for the year of \$77,706,519.

The balance at the credit of the unemployment insurance fund on March 31, 1944, was \$190,327,941. When the net revenue for the twelve-month period of 1944-45 just referred to is added, it will be seen that the fund on March 31 last stood at \$268,034,460. The amount at September 30 was \$296,779,305.

National Registration

There has been some comment on the necessity of continuing our national registration. It was of the greatest possible use in connection with military call-ups as well as tracing persons for the dependents allowance board and relatives of those discharged from the armed services, in assisting the immigration branch in locating and checking alien merchant seamen and refugees, locating members of war-dispersed families for the International and Canadian Red Cross, and helping the Department of Veterans Affairs in finding veterans and their relatives. National registration cards are being used for identification

purposes in the cashing of family allowance cheques.

Relations with I.L.O.

I should like to make brief reference to the International Labour Organization.

Canada, as you know, has been a staunch supporter of the I.L.O. since its formation twenty-six years ago. For several years we maintained a permanent office in Geneva; and when in 1940 the I.L.O. was forced to move from Geneva, we were glad to furnish it with a temporary home in Montreal.

The I.L.O. was set up to deal with vital problems following the first great war. It accomplished much. To-day a much greater post-war job is facing it.

The 26th session of the International Labour Conference held last year in Philadelphia was one of particular importance. The Canadian government, employers and organized labour were well represented.

The Conference reaffirmed among other principles, in what is known as the Declaration of Philadelphia, that "labour is not a commodity", that "poverty anywhere constitutes a danger to prosperity everywhere", and that all international economic and financial policies and measures should be considered in the light of these great axioms.

The Governing Body of the I.L.O. met in Quebec last June. This was the first I.L.O. meeting ever to be held on Canadian soil. I then had the honour, on behalf of the government, of welcoming the representatives of the sixteen countries participating. At this meeting methods of securing a high rate of employment in the reconversion and post-war periods took top place.

Canada was represented at the 27th session of the International Labour Conference which was held in Paris during October and extending into November this year.

I now ask that the following statistical statements be reproduced in *Hansard*:

1. Employment operations of national employment offices.
2. Wage trends.
3. Cost of living indexes.
4. Comparison of changes in cost of living indexes.
5. Cases dealt with by the National and Regional War Labour Boards.
6. Cases dealt with by the Industrial Selection and Release Board and committees.

Table 1

Employment Operations of
National Employment Offices

Vacancies notified and placements effected by local employment offices during period March 30, 1945 to September 27, 1945:

Provinces	Vacancies Notified	Placements Effected
Prince Edward Island—		
Males	2,491	1,720
Females	1,369	1,110
Total	3,860	2,830
Nova Scotia—		
Males	31,809	21,271
Females	10,641	6,734
Total	42,450	28,005
New Brunswick—		
Males	29,885	17,511
Females	8,210	5,578
Total	38,095	23,089
Quebec—		
Males	296,314	169,810
Females	87,100	39,860
Total	383,414	209,670
Ontario—		
Males	377,319	228,389
Females	153,379	80,461
Total	530,698	308,850
Manitoba—		
Males	38,480	24,677
Females	21,940	14,363
Total	60,420	39,040
Saskatchewan—		
Males	22,486	15,024
Females	10,861	7,202
Total	33,347	22,226
Alberta—		
Males	43,131	28,115
Females	19,452	12,862
Total	62,583	40,977
British Columbia—		
Males	113,278	75,494
Females	39,654	24,737
Total	152,932	100,231

Provinces	Vacancies Notified	Placements Effected
Canada—		
Males	955,193	582,011
Females	352,606	192,907
Total	1,307,799	774,918

Table 2

Wage Trends

Total salaries and wages, index numbers of employment and index numbers of wage rates in Canada for the period 1920-1945.

	Salaries and wages ¹	Employment ¹ 1926=100	Wage Rates ² 1935-39=100
1920....	\$2,477,573,000	....	112.7
1929....	2,803,573,000	119.0	104.5
1930....	2,625,472,000	113.4	105.2
1931....	2,290,236,000	102.5	101.7
1932....	1,910,808,000	87.5	94.5
1933....	1,740,589,000	83.4	89.6
1934....	1,870,685,000	96.0	90.5
1935....	2,016,186,000	99.4	93.1
1936....	2,162,216,000	103.7	94.8
1937....	2,432,219,000	114.1	101.8
1938....	2,454,348,000	111.8	104.9
1939....	2,554,519,000	113.9	105.3
1940....	2,881,980,000	124.2	109.4
1941....	3,489,399,000	152.3	119.1
1942....	4,197,051,000	173.7	129.0
1943....	4,654,000,000	184.1	139.9
1944....	4,816,000,000	183.0	144.9
1945 (Jan.-Sept.) ....	....	176.5	....

¹ From Dominion Bureau of Statistics. The wage and salary figures do not include payments to the armed forces.

² From Department of Labour. The figures include cost-of-living payments.

Note.—The index numbers of wage rates apply to wage rates only, not salaries.

The changes shown by the index number of wage rates are not necessarily reflected in the total wages and salaries earned, as total earnings are affected also by the changes in the size of the working force (employment index) and by the shift from "short time" in depression years to "overtime" in boom years.

Table 3

Cost-of-Living Indexes

Cost-of-Living Index Numbers for Canada and Certain Other Countries

On the base of August, 1939=100

Note.—The index figures in each case are the latest available

Canada, October, 1945.....	118.8
United States, August, 1945.....	131.1
United Kingdom, September, 1945....	131.0
Australia, June, 1945.....	122.7
New Zealand, June, 1945.....	114.0
India (Bombay), May, 1945.....	219.0
South Africa, July, 1945.....	133.9
Eire, May, 1945.....	168.8
Mexico, July, 1945.....	213.8
Chile (Santiago), May, 1945.....	227.6
Switzerland, August, 1945.....	153.3
Iceland (Reykjavik), August, 1945....	267.0
Egypt, March, 1945.....	292.3

Data supplied by the Dominion Bureau of Statistics.
Nov. 2, 1945.

Table 4
Comparison of Changes in
Cost-of-Living Indexes

In Canada and certain other countries since October, 1941, when regulations and control of prices and wages were put into effect in Canada.

	Change in points since October, 1941
Canada, October, 1945.....	4.2
United States, August, 1945.....	20.1
United Kingdom, September, 1945.....	2.6
Australia, June, 1945.....	12.7

Change in
points since
October, 1941

New Zealand, June, 1945.....	5.5
India, May, 1945.....	100.0
South Africa, July, 1945.....	23.5
Bire, May, 1945.....	37.0
Mexico, July, 1945.....	101.0
Chile, May, 1945.....	86.0
Switzerland, August, 1945.....	20.5
Iceland, August, 1945.....	100.0
Egypt, March, 1945.....	137.0

Data supplied by the
Dominion Bureau of Statistics.

TABLE 5
NATIONAL WAR LABOUR BOARD
Statistics

Types of Applications received by the National and Regional War Labour Boards under P.C. 8253, P.C. 5963, and P.C. 9384, from November 15, 1941, to September 30, 1945.

		Wage increase	Cost of living Bonus	New positions	Vacation with pay	Welfare plans	Wage In- centive plans	Mis- cellaneous applica- tions	Totals
NATIONAL.....	C	1,259	175	690	217	57	85	553	3,036
	E	574,721	76,496	46,515	316,279	20,245	12,690	369,116	1,416,062
PRINCE EDWARD ISLAND.....	C	554	5	125	.....	23	8	20	735
	E	3,592	170	1,279	.....	512	124	237	5,914
NOVA SCOTIA.....	C	2,382	161	481	59	111	25	136	3,355
	E	75,952	11,012	6,864	24,341	7,335	6,801	25,942	158,247
NEW BRUNSWICK.....	C	2,137	102	706	53	90	30	63	3,181
	E	28,409	7,184	28,975	10,204	7,564	5,363	6,674	94,373
QUEBEC.....	C	12,051	1,145	1,389	951	1,233	79	1,903	18,751
	E	595,358	260,472	198,892	503,694	462,523	12,279	740,310	2,773,528
ONTARIO.....	C	16,394	1,141	5,123	1,075	1,312	339	2,749	28,133
	E	334,865	137,921	133,395	239,237	155,798	33,736	485,343	1,520,295
MANITOBA.....	C	4,782	171	1,579	190	278	45	227	7,272
	E	32,333	4,649	5,621	13,103	18,016	1,277	16,197	91,196
SASKATCHEWAN.....	C	7,049	134	1,628	84	85	49	397	9,426
	E	31,855	5,149	8,512	1,935	5,851	1,857	12,850	67,809
ALBERTA.....	C	3,658	297	1,511	96	235	28	461	6,286
	E	42,652	14,421	21,867	9,595	19,820	1,887	33,906	143,648
BRITISH COLUMBIA.....	C	11,197	444	7,225	622	429	76	2,201	22,194
	E	121,695	15,930	64,314	74,685	31,045	2,391	92,644	402,704
TOTAL.....	C	61,463	3,775	20,457	3,347	3,853	764	8,710	102,869
	E	1,841,432	533,404	515,534	1,193,073	728,709	78,405	1,783,219	6,673,776

C—Number of Cases.

E—Number of Employees.

TABLE 6
INDUSTRIAL SELECTION AND RELEASE PLAN
Disposition of Applications received up to November 1, 1945.

1. INDUSTRIAL SELECTION AND RELEASE COMMITTEES

	London	Toronto	Kingston	Montreal	Quebec	Halifax	Saint John	Winnipeg	Vancouver	Regina	Edmonton	Government Services	Total
RECEIVED.....	3,203	9,507	1,630	4,794	897	1,264	1,047	2,492	4,702	1,403	1,611	538	33,088
Recommended.....	2,155	7,950	1,442	4,490	817	1,036	818	2,127	4,196	1,173	1,379	533	28,116
Rejected.....	919	1,263	187	203	32	205	96	353	398	104	185	2	3,947
Deferred.....	1	26	0	0	0	0	0	0	16	105	21	0	169
Cancelled.....	116	178	1	53	48	23	56	0	86	1	20	3	585
Yet to be considered.....	12	90	0	48	0	0	77	12	6	20	6	0	271

2. INDUSTRIAL SELECTION AND RELEASE BOARD

	Individual Applications	Group Applications
RECEIVED.....	6,444	1,192
Recommended.....	6,237	1,192
Rejected.....	34	0
Cancelled.....	173	0
Yet to be considered.....	0	0

Canadian Farm Labour Problems

THE Dominion-Provincial Farm Labour Conference was held in Ottawa, December 5 to 7. Mr. George Haythorne, Associate Director of Agriculture, Forestry and Fisheries, Federal Department of Labour presided. Representatives of the Departments of Agriculture in each of the nine provinces and the Dominion attended.

The future character of the Dominion-Provincial farm labour program in general was outlined by R. M. Putnam and George V. Haythorne. Problems in this connection for the subsequent consideration and possible joint action of the Dominion and the several Provincial Governments included: The proposed placement service for agriculture; local organization in regard to seasonal farm labour; seasonal farm labour excursions; stabilized wage levels; labour saving equipment and methods; living and working conditions on the farm, including housing, workmens' compensation and unemployment insurance. Other themes discussed were: rural labour statistics; publicity; training and extension; provincial and federal agencies and world organizations dealing with rural labour. An official of the Extension Service of the United States Department of Agriculture addressed the conference on the farm labour situation in the United States.

Mr. MacNamara's Address to Conference

In an address of welcome to the delegates Mr. Arthur MacNamara, Deputy Minister of Labour, presented an analysis of farm labour problems in Canada, especially those arising during the transition from wartime to peacetime conditions.

He referred to the rapid changes that have occurred in the overall manpower situation during recent months. From the acute shortage of labour that existed in the spring and early summer of 1945, there had developed by autumn a condition of considerable unemployment in some localities. He stated that "last spring we faced the most serious farm labour shortage of any year of the war . . . it was our 'number one' problem." However, through the co-operative efforts of the farmers them-

selves, together with those of provincial and federal farm labour officials throughout Canada, and the railways, the outstanding seasonal needs were met. Farm worker shortages in both eastern and western Canada were, in some degree, overcome during the summers of 1944 and 1945 by the transfer of harvest help from one part of the country to another, as required, to meet urgent and specific demands.

Then too, excellent co-operation was given by the armed services, Mr. MacNamara asserted. At the peak of harvesting in September, 1945, there were over 12,000 servicemen helping on Canadian farms and many thousands more assisted while on furlough or short-term leaves. Urban workers and students gave timely response to appeals to assist on farms and prisoners of war were employed in considerable numbers, both in groups and on individual farms. In addition, by a reciprocal arrangement, large numbers of skilled tobacco workers were brought in from the United States and Canadians from Quebec and the prairies aided in harvesting potatoes and grain in both the eastern and western States.

In the fall it became necessary to recruit more woods workers, and appeals were directed to men released from urban war industries and to men coming out of the armed services, rather than to farmers. This, Mr. MacNamara pointed out, was due in part to a recognition of the fact that, in some areas of Canada, there was still a shortage of farm labour. He stated that in order to prevent farm workers from leaving the farms in large numbers before harvesting was completed, they were kept "frozen" until mid-November, in spite of the fact that the "freeze" on other groups of workers was lifted earlier.

Mr. MacNamara commended the readiness with which by far the larger number of farm workers adhered to Selective Service Civilian regulations during the war years. "Relatively few farm workers," he asserted, "were unwilling to accept decisions concerning their employment, either on farms, or in other industries". He also praised the outstanding assistance and co-operation rendered by

provincial agricultural officials in carrying out the manpower program.

Factors Affecting Farm Labour Supply

Regarding the current unemployment situation, Mr. MacNamara said that while there is, in some centres, an "unemployment situation", it is not unduly alarming. "It is obvious" he said, "that there are more men and women in these centres than there are jobs immediately available". He expected that by spring more raw materials will be available and that there will be a consequent expansion of industries manufacturing civilian products. He enumerated three factors that affected the size of the farm working force. First, the average age of farmers has increased during the war years. In the second place a large number of farm boys had to postpone high school courses during the war and now wanted to resume their formal education. Lastly, the removal of the so-called "freeze" order made it possible for many farm workers to seek employment in other lines of work.

On the other hand, Mr. MacNamara held that there were compensating considerations. In the first place, at least some of the more than 300,000 farm workers who enlisted in the armed services, will probably want to return to their jobs on farms. This tendency will be increased because of the substantial increase in wages paid to farm workers and the extensive development of mechanized farming in recent years. However, in balancing these factors, he felt that there "is a distinct possibility that the farm working force may be lower in the spring of 1946 than it was in 1945".

In order to contribute as much as possible to the world demand for food, Canada will be called upon to make every effort to increase her annual output of farm produce in 1946. To that end, "the provision of an adequate labour force must receive close attention in the months ahead," Mr. MacNamara stated. Continuing, he pointed out that so-called "cheap" farm labour "can easily be the most expensive.... We must not forget either, that higher wages and income generally, of farm people can serve as a tremendous impetus, through increased purchasing power, to production and incidentally to employment opportunities, in other industries." He expressed the opinion that there was need for better housing on farms, as well as protection for farm workers in the way of minimum wages, workmen's compensation, and unemployment insurance, which safeguard workers in other industries.

Co-ordination of Placement Agencies Needed

While the National Employment Service was prepared to accept more responsibility in the placement of farm workers, Mr. MacNamara did "not think it possible or desirable for the provinces to withdraw from this field altogether. During seasons of peak farm labour demands, for example, the provincial field staffs are in an excellent position to estimate the requirements and to facilitate the distribution of available labour," he said.

Then too, the training of men and women for work in agriculture should be extended where necessary. Mr. MacNamara asserted that "on the job" training is more effective than class room instruction. He suggested that men discharged from the armed services or civilian personnel who were interested in farming might be placed on selected farms under some form of contract for say a two-year period at a satisfactory wage. This could be supplemented by special two-week courses at the joint expense of the Dominion and the provinces concerned and in close co-operation between the Department of Veterans Affairs of the other interested federal and provincial departments.

Unemployment Insurance for Farm Workers

Mr. R. J. Tallon, of the Unemployment Insurance Commission, addressed the Conference on the "Ultimate Extension of Unemployment Insurance Benefit to Farm Workers". He stated that more scientific farming and the use of more mechanical appliances would tend to lessen farm labour requirements. He felt that it was a mistake to send surplus untrained urban workers to work on farms. "What we need is not more people on the farm, but fewer and better trained workers". He asserted that with the adoption of improved methods "there will arise a great need for workers in the secondary industries," to transport and market primary farm products.

As a result, there will be a need for the fullest development of the National Employment Service to undertake more specialized placements. It will be necessary too, to continue "the present successful co-operation between the provinces and the Dominion". As agriculture is Canada's leading industry, "it is fully realized that not only all farm workers and employers must be brought into the scope of the Employment Service, but an increasing tendency is becoming evident towards the bringing of our agrarian population under the benefits of unemployment insurance," Mr. Tallon stated.

Government Aid in Housing

THE following article presents a summary of the machinery set up by the Dominion Government to assist citizens in the buying, building and renting of houses.

There are four channels through which the Dominion Government provides assistance in the procurement of housing. They are: (1) The Farm Improvement Loans Act; (2) Wartime Housing Limited; (3) The Veterans' Land Act; and (4) The National Housing Act, 1944.

The Farm Improvement Loans Act

This Act provides loans for a variety of purposes to those whose occupation is farming. The maximum loan for the construction of farm dwellings is 90 per cent of the estimated cost of the project up to a limit of \$3,000. Up to \$2,000 security is required in the form of a lien on the farmer's implements; over that, security is taken on the farm itself.

Wartime Housing Limited

This is a Crown Company originally established to provide housing for war-workers, adjacent to war plants. With the dissipation of that part of the housing problem, the activities of this Company have been devoted to carrying out an extensive building program, at the request of municipalities throughout Canada, aimed at providing houses for veterans and their dependents on a low rental basis.

Wartime Houses have been or are in the process of being constructed in many parts of the country.

The Veterans' Land Act

This Act, applicable only to ex-servicemen, provides the means whereby a properly qualified veteran can establish himself as a full-time farmer, a commercial fisherman, or the owner of a small holding. In relation to the small holding, the Dominion Government provides financial assistance up to \$6,000 for the purpose of buying land and putting a house up on it.

It must be situated outside high taxation areas and within a commuting distance of the veteran's regular work.

Following the certification of the veterans qualifications, the veteran must deposit 10 per cent of the cost of the land and buildings (built or to be built), and other improvements of a permanent nature that attach to

the land. He is required to pay back two-thirds of such cost within 25 years, together with interest at $3\frac{1}{2}$ per cent.

If less than \$6,000 is expended on land and permanent improvements, some equipment may be supplied free under conditions similar to the grant.

National Housing Act, 1944

The National Housing Act differs materially from the Acts mentioned above, in that it covers the entire housing field—from the viewpoint of private citizen, builder, municipal slum clearance, and financial corporations. It is operative throughout Canada, in both rural and urban areas.

The Act is designed to stimulate the building of houses by providing Government financial assistance, through loans, guaranteeing investments and grants, to those interested. No provisions relating to the physical side of housing construction are contained in the Act. Some of the provisions of the Act are given below.

LOANS TO PROSPECTIVE HOME-OWNERS

Loans are made through any of the forty-odd Approved Lending Institutions approved under the Act. The Dominion Government furnishes 25 per cent of the loan and the Lending Institution 75 per cent. The interest rate is $4\frac{1}{2}$ per cent per annum, and the period of the loan is usually 20 years, which may be extended to as much as 30 years in places where approved community planning and proper zoning regulations exist.

The maximum loan procurable for building a single family house is \$6,400 and then only for a house containing four or more bedrooms. The required down payment on a loan of \$6,400 is \$1,600; on which the rate of repayment over a 20-year period is \$40.35 per month, plus one-twelfth of the estimated annual municipal and school taxes.

LOANS TO CO-OPERATIVE GROUPS

Loans to groups of prospective home-owners who intend to build a co-operative housing project are provided in a similar manner as to an individual. The maximum loan for any single housing unit is \$6,400, whether the project consists of separate houses or a block of apartments. The interest rate is $4\frac{1}{2}$ per cent and the normal period of amortization is 20 years.

LOANS TO BUILDERS

Loans to builders, building for sale, are handled in a manner similar to those made to individual home-owners; except that 25 per cent of the total amount of the loan is withheld until a purchaser is found who can assume the N.H.A. mortgage from the builder.

In the case of a builder who intends to rent his houses the loan may not exceed 80 per cent of the lending value of the project, and, except in the Province of Quebec, a chattel mortgage must be given in addition to the original mortgage for any rental project containing more than four family housing units.

LOANS TO LIMITED-DIVIDEND HOUSING CORPORATIONS

A corporation or group of persons who decide to put up a large-scale low-rental housing project from which they are willing to receive not more than five per cent profit per annum on their original investment, are eligible, as a limited-dividend corporation to secure loans from the Dominion Government under this provision. The corporation can borrow up to 90 per cent of the cost, once the financial and constructional conditions have been met, and approved.

The rate of interest is three per cent per annum and the period is the life of the project, up to a maximum of fifty years. During this time the limited-dividend housing corporation will earn 5 per cent profit per annum on their equity, or 10 per cent original investment.

GUARANTEES TO LIFE INSURANCE COMPANIES

The Act provides for Insurance Companies to invest up to 5 per cent of their total assets in Canada in the purchase of land and the erection thereon of low-rental and moderate-rental housing project.

The Dominion Government guarantees such projects a 2½ per cent per annum net return, for the period of the project's useful life up to a maximum of fifty years.

If the guarantee is accepted, ownership must be retained, and a reserve established comprising all net earnings, in any year after completion of the project, in excess of 6 per cent. Any advances made under the guarantee must be repaid out of this reserve.

Provision for insurance companies to enter the limited-dividend has been made.

SLUM CLEARANCE

The Act provides grants to municipalities wishing to undertake slum clearing and rebuilding with low-cost housing.

The Dominion Government provides a grant of 50 per cent of the net cost, arrived at in the following manner:

The municipality must buy the land and properties and clear it. It must then sell the land to a limited-dividend, or insurance company which intends to construct a low-rental housing project. The grant will consist of 50 per cent of the amount by which the original cost to the municipality exceeded the amount received from the corporation or insurance company, provided the remaining 50 per cent is borne either alone or with the help of its Provincial Government.

HOUSING RESEARCH AND COMMUNITY PLANNING

Provision is also made under the Act for research and specialized public services of the following kind: investigation into housing conditions, preparation of plans of low-cost homes, public education, research into all aspects of housing and technical development.

Part IV of the Act provides loans for home improvements and extensions. However, as yet this has not been proclaimed.

The Act is administered by the National Housing Administration situated in Ottawa.

Rehabilitation

Labour Department's Role in Rehabilitation

MUCH has been written about the plans of the Dominion government to aid the ex-serviceman's re-establishment, but as the troops pour onto civvy street in ever-increasing thousands the role of the Labour Department is still not clear to many.

In bringing its rehabilitation plan before the public the Department of Labour seeks the full co-operation of Canadian employers and trade unions. Unlike the Department of National Defence and Department of Veterans Affairs, Labour has no gratuities or clothing allowance to distribute; no grants or benefits to administer; no land settlement or business opportunities to offer; nevertheless, more than 70 per cent of all discharged personnel will look to the Department of Labour's facilities for the answer to their chief rehabilitation need—a gainful occupation.

A summary of pre-discharge interviews conducted at Discharge Centres from July 1, 1944 to August 31, 1945 shows that 74.7 per cent of all veterans completing their discharge papers indicated that they were interested in; (1) being reinstated in their old jobs; (2) entering new employment; or (3) availing themselves of training leading to a peace-time occupation.

Indicative of the urgency of the situation and the difficulties to be encountered, the Hon. Ian Mackenzie, the Minister of Veterans Affairs, in a recent news release stated: "Pre-discharge interviews indicate the situation for veterans just leaving the services is becoming more serious", Mr. Mackenzie said. In the month of October, for instance, a total of 97,436 veterans were interviewed prior to their discharge. Of these only 54,789 had definite places for employment. That leaves 42,647 for whom provision must be made eventually, although about 50 per cent of these will be taken care of in the coming few months through the vocational training program and through university education. The fact is that in excess of 23,000 have absolutely no definite plans.

The Minister's statement showed that the largest proportion expected reinstatement in their old jobs. These amounted to 25,919. Another 3,752 were returning to their own businesses, while 1,820 (including five members of the Women's Forces) were returning to

their own farms. A total of 13,298 had new jobs arranged prior to discharge. Planning on taking vocational training were 11,594 men and 531 from the women's services, while 10,402 men were planning on going to university, and 300 women indicated the same intention. Land settlement appealed to a fairly large number with 3,520 men and three women expressing a desire to be established in full-time farming under the Veterans' Land Act, and 7,403 men and 21 women intending to apply for small holdings. A total of 310 men planned to go into commercial fishing, while 3,048 had no definite plans for the future.

"This is by far the heaviest total of pre-discharge interviews in any single month", Mr. Mackenzie said. "It reflects the accelerated rate of discharge from the armed forces and is also an indication of the very real need of employers giving sympathetic consideration to veterans applying to them for positions. At the moment there is a decrease in the opportunities for training-on-the job. This is one part of our re-establishment program in which employers can provide very real assistance. It gives the veteran an opportunity to earn a living wage while learning a skill, but the department, realizing that the man may not be sufficiently skilled to return value for full wages to the employer, is prepared to subsidize his income."

Advisory Committee on Rehabilitation and Re-establishment

Both the Minister and the Deputy Minister have the veterans' problems uppermost in their minds and have impressed upon the Department as a whole the necessity of bending every effort toward the successful re-establishment of men and women discharged from the Armed Forces.

Steps taken by the Department of Labour to handle this post-war responsibility include the appointment of a Special Assistant to the Deputy Minister to supervise matters of veterans' re-establishment; additions to staff and facilities to the National Employment Service to ensure special consideration for ex-service personnel; and expansion of Canadian Vocational Training to provide technical and pre-matriculation instruction for veterans.

The Deputy Minister has been named Chairman of an Advisory Committee on Rehabilitation and Re-establishment, set up by order in council P.C. 4383 on June 20, 1945. The Vice-Chairman of this Committee is the Deputy Minister of Veterans Affairs, with additional representation from Naval Services, Army, R.C.A.F., Wartime Prices and Trade Board, Civil Service Commission and Departments of Finance, Agriculture, and Reconstruction, with a Secretary from the Privy Council Office. This Committee was established by the action of the Cabinet to provide formal inter-departmental machinery to consider rehabilitation problems where more than one Department is concerned.

Bovey Commission

In connection with training and employment the Government set up a Royal Commission on veterans' qualifications which held sittings during the summer of 1945, under the Chairmanship of the Hon. Wilfrid Bovey. The Commission completed its findings in September, and, in two reports, made 82 recommendations designed to assist the veteran in making use of his service-gained qualifications.

Placement of Veterans

The policy of leaving the responsibility of finding employment for discharged soldiers, sailors and airmen with the Department of Labour was developed during the war. There had been suggestions that a separate employment channel should be set up for those about to be discharged to civil life, but government officials planning the post-war future of ex-service personnel were of the opinion that such a step would cause confusion, and would work to the disadvantage of all concerned. The reasons behind the adoption of this policy were obvious. The Department of Labour's National Employment Service, with a chain of 270 offices reaching into the small towns and hamlets, and a nation-wide job of clearance, informational and statistical service, had the machinery for placing veterans. It would be uneconomical to set up another placement service exclusively for discharged members of the Forces. Also, it might lead to segregation of our employable population into two groups—those with service in the Armed Forces and those without. Further, the Employment Service, with four years of experience behind it, was already looked upon by employers as the recognized medium through which to obtain workers.

Officials of all Government Departments dealing with rehabilitation felt that, with the addition of new facilities to insure a special

consideration, the existing Employment Service could find jobs in the post-war world for veterans, thus eliminating the necessity of setting up a duplicate organization.

Organization of National Employment Service

National Employment Service offices are staffed with specialists who know conditions in their own areas as well as in all other parts of the country. They are available to inform the veterans of any type of job, whether near their home, or in some other town, city or province.

Realizing, however, that Canada's ex-service personnel must be given special consideration, the Employment Service was supplemented by the creation of facilities exclusively for veterans. These facilities include Reinstatement Officers, a Veteran Placement Division, Armed Forces Registration Units, Employment Advisers, and Counsellors.

Employment Offices have been directed to extend veterans' preference to applicants who are either pensioners, or have served overseas. This preference entitles the veteran to first opportunity for referral to employment.

To operate this additional machinery, the Civil Service Commission has appointed war veterans, either of 1914-18 or 1939-45, to insure that the job is carried out by personnel who understand the problem. These appointments were made from both ex-service men and ex-service women.

Reinstatement.—The Department of Labour has provided for the administration of the Reinstatement in Civil Employment Act by training reinstatement officers. These are stationed at regional points across the Dominion and it is their duty to advise on reinstatement, investigate difficulties on behalf of employers or ex-service personnel, and enforce the Act and Regulations.

Veterans' Placement Division.—Within the Employment Service a Veterans' Placement Division has been added to the "General" and "Special" placement divisions. This new division is charged with the placement of all ex-service personnel registered for employment. A supervisor of veterans' placement presides over the division at Ottawa. Regional Supervisors of veterans' placement are stationed in the Maritimes, Quebec, Ontario, the Prairies and British Columbia to insure that the local offices in the regions are doing all that is possible to secure employment for the ex-service men and women.

Armed Forces Registration Units.—Veterans visiting an employment office will be interviewed by an official of the Armed Forces Registration Unit. These officials, all veterans

themselves, are on "common ground" with the applicant and they are trained to give special attention to ex-service personnel. They conduct registration for employment and then follow the ex-servicemen's applications through until satisfactory placement is completed.

In many of the large offices the registration units are staffed with ex-service women also. The policy is to have discharged women members of the forces in veterans' units in all the large centres. However, to date the problem has been to obtain enough suitable female ex-service personnel to fill the vacancies.

Counselling Services.—In addition, the Department of Labour is appointing war veterans with overseas service to National Employment Service staffs to act as counsellors.

Veterans' Employment Advisers.—In the large cities these men are known as Veterans' Employment Advisers and constitute a section of the Rehabilitation Centres operated by the Department of Veterans Affairs. These Labour Department men give special employment counselling to ex-service personnel using the centre and have contact with the local employment offices to facilitate placement. They are all veterans of either of the two great wars and usually have wide experience in several lines of employment. They receive training at the Department of Veterans Affairs' school in Ottawa and, in the centre, work with officials of that Department to provide the serviceman

with complete rehabilitation assistance under one roof.

Veterans' Officers.—In communities not large enough to warrant establishment of a Department of Veterans Affairs' office, a Veterans' Officer has been appointed to the staff of the Employment Office to act as a representative of the Dominion Government in matters of rehabilitation. In general, these men will supersede the Veterans' Welfare Officers of D.V.A. who were stationed in the Employment Offices under the former set-up. They will receive training and instructions from officers of Veterans Affairs and will act for all Government Departments. Their primary duty is to establish themselves as the focal point in the community for rehabilitation and provide information, advice and assistance in carrying out the Government's rehabilitation program. These men will be residents of the community and part of their duties will be to interest themselves in local Citizens' Committees on which they will serve if invited, the local Branch of the Canadian Legion and other organizations lending a helping hand to the veteran.

The Department feels that it has developed a realistic and practicable plan and its officials have been instructed that the utmost help and understanding is to be made available to veterans whenever and wherever the opportunity occurs.

Labour-Management Conference in United States

THE Labour-Management Conference convened by President Truman in the hope that the representatives of organized labour and industry could formulate a policy that would lay "a broad and permanent foundation for industrial peace and progress", ended its deliberations on November 30 with disagreement upon three of the six issues handled by the working committees.

The conference in spite of the disagreements was not a failure, an article in the *New York Times* points out. "The general feeling prevailed that the main progress which had been made had come from the fact that the delegates had come to know each other better and had provided for further meetings which, it was hoped, might add to the area of agreement reported by three committees."

The committees on Initial Collective Agreements, Conciliation Service, and Existing Collective Agreements, agreed on the following:

INITIAL COLLECTIVE AGREEMENTS

(1) Collective bargaining undertaken promptly and in good faith following recognition of a properly established bargaining agent is viewed as the first step to avoid strike action by the union or refusal to bargain by the employer.

(2) Collective bargaining should be employed if collective bargaining has not resulted in agreement, but only after reasonable time and full effort has been made by direct negotiation.

(3) If direct negotiations and conciliation have been unsuccessful voluntary arbitration may be considered; the parties should agree to the precise issues, terms of submission, and the principles or factors by which the arbitrator shall be governed.

CONCILIATION SERVICE

(1) A Federal Conciliation Service, which by its impartiality and efficiency wins the respect of the public, management and labour, will be a strong force in minimizing disputes and preventing strikes.

(2) The parties should exhaust all possibilities of settlement through collective bargaining before either party requests conciliation or mediation services.

(3) As far as possible, and wherever practicable, disputes should be settled at the plant level. It is desirable to secure close co-ordination between the activities of the federal, state, and local conciliation services.

(4) The Committee recommends that every effort be made toward reorganizing the United States Conciliation Service to the end that it be established as an effective and completely impartial agency within the Department of Labour.

(5) Conciliation must, under all conditions, be maintained as distinct and separate from arbitration and conciliators should never act as arbitrators.

ARBITRATION SERVICE

The Division of Arbitration should have a pool or list of capable, trained impartial arbitrators, who should be paid on a per diem basis.

EXISTING COLLECTIVE AGREEMENTS

(1) Agreements should contain provisions that grievances and disputes involving the interpretation or application of the terms are to be settled without resort to strikes, lock-outs or other interruptions to normal operations by an effective grievance procedure with arbitration as the final step.

(2) The procedure established for the settlement of such grievances should at least have the successive steps, the methods of presenting grievances, and the method of taking an appeal clearly stated and easily comprehensible.

(3) Management and unions should inform and train their representatives in the proper functioning of the grievance procedure and their responsibilities under it.

(4) The parties should provide by mutual agreement for the final determination of any unsettled grievances or disputes involving the interpretation or application of the agreement by an impartial chairman, umpire, arbitrator or board.

(5) Any questions not involving the application or interpretation of the existing agreement, but which may be raised pursuant to agreement provisions should be settled by other means provided by the parties, such as conciliation or negotiation.

(6) Ample time prior to the termination of an agreement should be provided to renew, change or modify the existing agreement.

(7) No recommendation is made for compulsory arbitration.

The committee on Collective Bargaining, Management's Right to Manage and on Representation and Jurisdictional Questions, because of their inability to achieve unanimity,

submitted separate labour and management reports, none of which were adopted by the Conference.

The *Times* article further states that "the main items of failure were provisions for terminal points when the parties disagreed and the eschewing of fact-finding committees to make recommendations; legislation to "equalize" labour and industry; inability to agree upon specific functions of management; disagreement on unionization of foremen and supervisors, and wage increases."

COLLECTIVE BARGAINING

The Committee on Collective Bargaining disagreed on the appointment of fact-finding committees to judge disputes after all other measures had failed. Labour delegates vigorously opposed the measure. Management set forth proposals for amending the Wagner Act that would set forth responsibilities for labour, but this too met with the opposition of the labour delegates. Both labour and management delegates, however, favoured complete acceptance of collective bargaining.

MANAGEMENT'S RIGHT TO MANAGE

The main stumbling block to accord in this committee was management's unsuccessful attempt to have the functions and responsibilities of management specified. Labour delegates stated that the boundaries between management prerogatives and areas of collective bargaining were indefinite and varied with time. Management felt that such a delimitation was essential to preserve free enterprise. The parties also disagreed upon the unionization of foremen, with management delegates favouring a limitation on such activity, and labour delegates opposing any restriction.

JURISDICTIONAL QUESTIONS

The sole agreement reached by the delegates on this committee was that the National Labour Relations Board should remain an independent agency with adequate funds to handle representation elections promptly. Management representatives filed a report that recommended legislation to deal with jurisdictional disputes and stoppages in violation of contracts and proposed that the N.L.R.B. upon the request of industry, as well as labour, should determine whether the bargaining agent was truly representative of the employees. The union members of the committee filed a second report opposing all these recommendations, especially the one which placed limitations on the right to strike.

Three separate resolutions on wages were also defeated owing to the rule that any action to be the expression of the conference had to be approved unanimously. The Congress of Industrial Organizations' delegation, headed by President Philip Murray, led an unsuccessful attempt to have the conference go on record in favour of "substantial wage increases". The C.I.O.'s resolution was opposed by the labour delegates representing the A.F.L., United Mine Workers, and railway union members as well as by management.

Structure

The conference consisted of 39 delegates of whom 18 represented employers and management, 18 represented labour and three represented the general public. Labour's representatives were eight named by the C.I.O., eight by A.F.L., one by the United Mine Workers, and one from the Railway Brotherhoods. Management's were named in equal numbers (nine each) by the U.S. Chamber of Commerce and the National Association of Manufacturers. Alternate delegates equal in number and chosen in the same manner as the delegates themselves, were included.

The public members were Judge Walter P. Stacy of North Carolina, Secretary of Labour Lewis Schwellenbach and Secretary of Commerce Henry A. Wallace, none of whom had a vote.

President Truman appointed a preparatory committee, which drew up the agenda that, apart from one major change which increased the size of the important executive committee from eight to sixteen members, was adopted by the conference. Members of the executive committee appointed were, for management, Eric A. Johnston, Ira Masher, Herman W. Steinkraus, H. W. Prentis, Jr., David Sarnoff, William M. Rand, M. W. Clement and John Holmes; for the A.F.L., William Green, Matthew Woll and George M. Harrison; for the C.I.O., Philip Murray, R. J. Thomas and Lee Pressman; for the U.M.W., John L. Lewis, and for R.R.B., T. C. Cashen.

The various committees dealing with matters on the agenda, as mentioned above, were composed of an equal number of labour and management representatives.

The Conference's failure to produce a short-cut formula to end industrial strife, the delegates felt, would leave the public disappointed in the result. However, it was commonly held by the delegates that the public expected too much. Random interviews with nearly a score of delegates and alternatives indicated considerable satisfaction as well as disappointment on both sides.

Decisions of National War Labour Board

DURING the month of November the National War Labour Board issued decisions in the following cases:—

Price Brothers and Company, Limited, and La Federation Nationale Catholique de l'Industrie du Bois du Canada, Inc.

Quebec Railway Light and Power Company and the Brotherhood of Railway Carmen of America, Lodge 662.

Abitibi Power and Paper Company, Limited, Toronto, Ont.

Messrs. Gowling, McTavish and Watt, Ottawa, Ont.

Donnell and Mudge, Limited, New Toronto, Ont., and International Fur and Leather Workers' Union, Local 330.

Canadian John Wood Manufacturing Company, Limited, and Service Station Equipment Company, Limited, and United Steelworkers of America, Local 3062.

The Builders' Exchange Inc., Montreal, P.Q., and Le Conseil des Syndicats des Metiers de la Construction de Montreal, Inc., and the Building and Construction Trades Council of Montreal and vicinity.

Pacific Mills, Limited, Northern Coast Timber Company, Limited, J. R. Morgan, Limited, and Kelley Logging Company, Limited, and the International Woodworkers of America, Local 1-71.

The British American Oil Company, Limited, and Local No. 3, National Union of Petroleum Workers.

Canada Packers, Limited.

Spruce Falls Power and Paper Company, Limited, Kapuskasing, Ont.

Bakelite Plastics Division, Carbide and Carbon Chemicals, Limited, Toronto, Ont., and Local 512, United Electrical Radio and Machine Workers of America.

Purity Flour Mills, Limited, and Federal Union No. 23736.

American Can Company, Limited, Vancouver, B.C., and United Steelworkers of America, Local 2821.

Leland Electric Company, Limited, and United Electrical, Radio and Machine Workers of America, Local 508.

Anaconda American Brass Company, Limited, and New Toronto Brass and Copper Workers' Union, Local 811.

Whitmoyer Laboratories Limited, Yarmouth, Nova Scotia.

National Association of Master Plumbers and Heating Contractors of Canada and United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Local 46.

Toronto Builders Exchange and the Building and Construction Trade Council of Toronto and vicinity.

Toronto Chapter of Painting and Decorating Contractors and Brotherhood of Painters, Decorators and Paperhangers of America, Locals 557, 864, 1080 and 1003.

Re: Price Brothers and Company, Limited, and La Fédération Nationale Catholique de l'Industrie du Bois du Canada, Inc.

Reasons for Decision

The Federation on behalf of the local syndicates of employees of Price Brothers and Company, Ltd., at its saw mills at Rimouski, Priceville and Matane, made an application to the Regional War Labour Board for Quebec for an increase in the basic rate paid to the said employees.

On this application there were a number of hearings, and orders were issued by the Regional Board for Quebec on June 19, July 10 and July 17 which, however, were amended, supplemented and consolidated by an order of the said Board, dated July 24. By this order the said Board directed an increase of 4 cents

per hour to all the employees of the Company's saw mills located at Rimouski, Priceville and Matane. From this direction the Company appeals to this Board.

The basic rate in effect for the Company's employees in the said mill prior to the decision under appeal was 41 cents per hour, it having been adjusted by 2 cents per hour in pursuance of a direction of a Regional Board made in 1944 under P.C. 9384. It was argued on behalf of the Company that it must be assumed that Regional Board when dealing with the basic rates in 1944 proceeded to rectify and did rectify all gross injustices or inequalities which existed in respect of the previously established

basic rate, and that the Board is without jurisdiction to deal further with such basic rate. Such is a natural presumption but we think that it is rebuttable. P.C. 9384 provides that a War Labour Board may authorize or direct an increase in wage rates to the extent necessary to rectify a gross injustice or inequality. The effect of such provision is to place a *limit* upon the actions of a War Labour Board. It does not require such Board to go up to that limit in one step or at any one time.

From the evidence before us in this appeal it would appear that the Regional Board in directing the 4 cents increase concluded that its 1944 decision did not completely rectify the gross injustice or inequality which existed in the previously established basic rate of 39 cents, and therefore deemed it necessary to take a second step to complete the rectification.

This Board finds that there was evidence before the Regional Board upon which it could make the Direction contained in its order of July 24, and this Board further finds that in reaching the said decision the Regional Board did not act upon a wrong principle, and, therefore, the said Direction should not be disturbed.

There seems to be some confusion with regard to the so-called "Production Bonus," and the situation with respect thereto should be summarized and clarified. This "Bonus Plan" was introduced by the Company in 1942, and as it is a working condition affecting wages within the meaning of the Wages Con-

trol Order an application for its approval should have been made to the Regional War Labour Board for Quebec. It would appear that no such application was made, but inasmuch as its terms were made known to the Regional Board on several occasions subsequent to its inauguration it may be said that the said Plan has been authorized by the Regional Board at least by implication. The Plan was originated voluntarily by the Company, and in its first application to the Regional Board the Bargaining Representatives for the employees asked for and on July 10 obtained a Direction extending its terms. The Order of July 10 was reviewed by the Regional Board on July 24, and in its order of the same date we find the following statement:

The Regional Board determines moreover that the "efficiency" and "attendance" bonus which was erroneously called "production bonus" should retain its identity and be kept apart from the basic salary.

This Bonus only affects certain employees of the Company and is in effect an incentive bonus payable only to those who continued in the Company's employ to the end of the season. It was so understood by all parties. To remove any doubt respecting this "Bonus Plan," it should be understood that the bonus plan is authorized and not directed. With this modification the Company's appeal will be dismissed, and the order of the Regional Board dated July 24 will be affirmed.

November 7, 1945.

Re: Quebec Railway Light and Power Company and the Brotherhood of Railway Carmen of America, Lodge 662

Reasons for Decision

This is an appeal by the company from a decision of the Regional War Labour Board for Quebec dated March 27, 1945, directing an increase of 5 cents per hour for employees working at its Limoilou shops.

In this case the Union applied to the Regional Board for wage increases varying from 8 to 23 cents per hour according to classification. The Company offered an increase of 2 cents per hour for all occupational classifications and took the position that the increase granted by the Regional Board would disturb the relationship and differentials presently existing in its wage structure.

We have obtained a survey of the increases awarded to the more than 1,200 employees of the Company, most of whom are represented by various Unions, and we find that the Company's offer to the 65 employees involved in this appeal is in line with what was done, with Regional Board approval, for the other employees.

Upon the sole ground that this decision is inconsistent with the Regional Board's action in the other cases and without expressing any opinion on the rates themselves, we must come to the conclusion that the appeal must be allowed and a 2 cent increase authorized from January 1, 1945.

November 7, 1945.

Re: Abitibi Power and Paper Company, Limited, Toronto, Ont.

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for Ontario dated August 13, 1945, refusing to grant the increases sought for the employees covered by

the application made on their behalf by the above named Company.

After hearing the argument made on behalf of the appellant and, after considering the submissions in support of this appeal, and

bearing in mind the restrictions contained in Section 20 (1) (a) of the Order (P.C. 9384), we are of the opinion that there has not been submitted to us sufficient evidence or argument to justify this Board in disturbing the

decision arrived at by the said Regional War Labour Board for Ontario.

This appeal is, therefore, dismissed and, there will be a Finding and Direction accordingly.

November 12, 1945.

Re: Messrs. Gowling, MacTavish and Watt, Ottawa, Ont.

Reasons for Decision

This is an appeal by the employers from a decision of the Regional War Labour Board for Ontario dated July 27, 1945. Leave to appeal was granted by the Regional Board on September 27, 1945.

The employers applied to the Regional Board for permission to convert into the salary of three of its employees a portion of the bonus which they had been paying the two of them. The Regional Board rejected the application.

It appears that some time in 1938 the employers developed a plan whereby their employees would receive a bonus out of a fund created by a certain percentage of the net profits of the firm. At the outbreak of the war or soon thereafter, a number of the firm's members and staff enlisted in the armed forces of Canada. Accordingly added duties were assumed by the remaining members and by the three said employees in particular. During the twelve months preceding November 15,

1941, the firm made special provision by way of bonusing two of the said three employees. The third employee was at that time otherwise engaged. A certain sum was set aside for this purpose and was actually distributed to the employees before November 15, 1941. The wage rates of the three employees vary and the employers wish to use part of the bonus fund to increase the wage rates so that each employee will receive the same salary.

We have caused an investigation to be made into the duties assumed by the employees and on the basis of that investigation we have concluded that the wage rates proposed by the employers are justified, it being understood that the bonus available for distribution among the three employees shall be reduced by the amount required to adjust the wage rates as requested by the employers.

In the circumstances the appeal is allowed and a Finding and Direction will issue accordingly.

November 12, 1945.

Re: Donnell and Mudge, Limited, New Toronto, Ont., and International Fur and Leather Workers' Union, Local 330

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for Ontario dated April 27, 1945, directing that the minimum starting rate of 40 cents per hour for female workers previously directed on February 15, 1945, be automatically increased to 45 cents after three months of employment. Leave to appeal was granted by the Regional Board.

The employees involved in the appeal are only about 18 in number and work in the leather finishing department; the previous rate for female leather finishers was 36 cents per hour. The findings and directions indicate that the Regional Board founded its decisions

upon an interpretation of article 14 of the collective agreement between the parties, dated June 22, 1944, and a determination of the employees who were included in the term "junior workers."

However, the decision must be governed by the terms of P.C. 9384.

Having this in mind and also the fact that the rates were increased by 4 cents on February 15, 1945, after having been increased by 6 cents on an appeal to this Board just a few months prior to the agreement (decision of March 9, 1944—L.G., April 1944, p.469) our conclusion is that the appeal should be allowed and the finding and direction of April 27, 1944, be set aside.

November 13, 1945.

Re: Canadian John Wood Manufacturing Company, Limited, and Service Station Equipment Company, Limited, and United Steelworkers of America, Local 3062

Reasons for Decision

This is an appeal by the employer from a finding and direction of the Regional Board for Ontario dated March 8, 1945, directing them "to pay hourly rated employees for statutory holidays in accordance with the

practice established for the year ending November 15, 1941."

On February 29, 1944, a collective agreement had been signed by the Company and the Union providing for vacations with pay in accordance generally with the terms of D.B. 17.

The Company had for a number of years prior to wage control been in the habit of paying for certain statutory holidays not worked under conditions which were altered from year to year. On the application of the Union to the Regional Board for continuance of this practice, the above direction was made. Upon consideration of the arguments sub-

mitted, this Board has come to the conclusion that it will not interfere with the decision arrived at by the Regional Board and the appeal should be dismissed.

Reference to decision in Service Station Equipment Company Ltd. Case (L.G., September 1944, p. 1104).

November 13, 1945.

Re: The Builders' Exchange Inc., Montreal, P.Q., and Le Conseil des Syndicats des Metiers de la Construction de Montreal, Inc. and the Building and Construction Trades Council of Montreal and vicinity

Reasons for Decision

This is an appeal by the employees' organizations from a decision of the Regional War Labour Board for Quebec dated June 21, 1945, and issued following hearings at which all parties were represented and made representations.

The application was made on behalf of all employees in the construction industry in the Montreal area and requested:

- (1) an increase in wage rates of approximately 12½ cents per hour;
- (2) one week's vacation with pay;
- (3) a 40-hour week;
- (4) a guarantee of continuous work.

Reduction of hours of work and guarantee of employment were considered by the Re-

gional Board as matters outside the scope of its jurisdiction, and the question of vacations with pay was returned to the parties who undertook to pursue their negotiations.

With respect to the application for increased rates, it was urged upon the Regional Board that the Montreal rates should be brought up to the level of the Toronto rates and the case for the employees was extensively developed before that Board. The Quebec Board, having heard and considered the evidence, refused the application for increased rates.

This Board has come to the conclusion that it should not disturb the decision of the Regional Board and the appeal must, therefore, be dismissed.

November 14, 1945.

Re: Pacific Mills, Limited, Northern Coast Timber Company, Limited, J. R. Morgan, Limited and Kelley Logging Company, Limited, and the International Woodworkers of America, Local 1-71

Reasons for Decision

This is an appeal, by the Companies and the Union jointly, by leave of the Regional War Labour Board for British Columbia, from Findings and Directions of that Board dated July 30, 1945, relating to wage rates of the Companies in their logging camps on Queen Charlotte Islands. The Regional Board rejected applications of the parties seeking approval of wage rates for loggers of various classifications as provided for by collective agreements, and directed rates for the various occupational classifications generally in accord with the maximum rates paid by logging operators for like classifications in their operations on Lower West Coast Main Land of British Columbia and on Vancouver Island.

It appears that in 1943, in view of manpower shortage for logging operations on Queen Charlotte Islands, and the pressing war necessities for the production of spruce timber available there, which is particularly adaptable to the manufacture of special types of aircraft, Aero Timber Products Limited,

a Crown Company contracting with the appellant companies for the production of spruce logs, authorized such Companies to increase their wage rates for loggers of various classifications on the basis of a bonus of one-third of established basic wage rates under certain conditions in respect of continuity of service.

No application was made to the Regional War Labour Board for British Columbia for approval of the increased wage rates as mentioned, nor was any authority given by the Board for the payment of such wage rates, as required under the provisions of the Wartime Wages Control Order. Notwithstanding that the increased rates mentioned were unauthorized as indicated, National Selective Service, Vancouver, advertised the employment opportunities for logging service on Queen Charlotte Islands at such increased wage rates. In October, 1943, the Companies entered into collective bargaining agreements with International Woodworkers of America, Local 1-71, binding themselves to pay to their employees the rates of wages then current for

the period of the agreement, which was to remain in force until November 1, 1944, and agreed that it would join with the Union in any requests it might submit for the continuation of the bonus for such period.

On October 5, 1943, an application was made by the Companies to the Regional Board requesting approval of an increase in wage rates for boatmen employed by them, and in reply the Board advised that as the wage rates and bonus then being paid were put into effect without consultation or authority of the Board it was not prepared to approve increases in wage rates which had not previously had their approval. The Companies continued to pay the wage rates specified in their collective bargaining agreements, including the bonus, until November 1, 1944, shortly prior to which date they had been advised by Aero Timber Products Limited that it would discontinue payment of the bonus on that date.

The collective bargaining agreements with the Union were then expiring and the Companies entered into negotiations with the Union for their extension. These negotiations resulted in the Companies entering into further agreements with the Union, dated March 15, 1945, fixing the wage scale for one year from November 1, 1944. The scale of wage rates called for by the new agreements is stated to have represented a material reduction from the previously unauthorized wage rates and bonus paid to employees from October 1, 1942, until November 1, 1944. The Companies have continued to operate under these agreements, and have paid the stipulated wage rates from and after November 1, 1944.

By a letter dated July 6, 1945, the Regional War Labour Board for British Columbia advised the Regional Superintendent of the Unemployment Insurance Commission at Vancouver, that the wage rates paid by the Companies at their Queen Charlotte Island operations had never been approved by the Board and were, therefore, in contravention of the Wartime Wages Control Order, and advised the Companies of this action. This letter was interpreted by the Regional Superintendent as prohibiting employment of men for work on the Queen Charlotte Islands and thereupon such employment was discontinued. The Companies and the Union then discussed the matter with the Regional Board and made

application for approval of the rates provided for in the existing collective bargaining agreements. The Regional Board then issued its Findings and Directions now appealed from directing payment of "the ceiling wage rates for the Lower Coast" which it is indicated substantially reduce the unauthorized wage rates being paid "in almost all categories". Apparently there was understanding between the parties and the Regional Board that current wage rates and bonus would be continued in effect pending appeal to the National Board of the Regional Board's Finding and Direction.

In the evidence submitted on the appeal to the National Board it is indicated that for loggers employed on Queen Charlotte Islands differentials in wage rates have always been paid over wage rates paid for like service on British Columbia Main Land and on Vancouver Island, but other information available to the National Board indicates that in 1941 when the first Wartime Wages Control Order became effective wage rates for loggers of various classifications on Queen Charlotte Islands generally did not exceed the maximum wage rates paid for like service in other parts of British Columbia, but rather that the reverse was the case. As matters now stand it appears that the expiry date has passed of the last agreements between the Companies and the Union under which the unauthorized wage rates and bonus have been paid, and it will be necessary to negotiate new agreements for service subsequent to November 1, 1945. Regional War Labour Boards are responsible for the administration of Wartime Wages Control Order, 1943, P.C. 9384, as affecting regional employers, and must necessarily have particular regard for the "Purposes of Order" as stated in its Section 14, and to the requirements of Section 20 of the Order regarding the authorization of any increase in established authorized wage rates. The Regional War Labour Board for British Columbia has intimate knowledge of conditions affecting industries in its territory, and, no doubt after careful consideration of the submissions of the Companies and of the Union, authorized wage rates on the basis already indicated. In all the circumstances we feel that the Regional Board's decision should not be disturbed, and therefore the appeal must be dismissed.

November 13, 1945.

Re: The British American Oil Company, Limited, and Local No. 3, National Union of Petroleum Workers

Reasons for Decision

The Union representing the employees in the Company's Clarkson Refinery applied to the Regional War Labour Board for Ontario for a direction that the wage rates for 43 occupational classifications be increased and that premium rates be paid to shift workers who worked on six statutory holidays. The Regional Board directed that the requested increases in wage rates be granted in full for some classifications and in part for some others while it denied the request concerning eight classifications. The Regional Board directed the payment of premium rates for shift workers for work done on two statutory holidays only.

From that decision, which is dated August 9, 1945, the Company appeals, leave having been granted by the Regional Board. The Union cross-appeals against the Regional Board's decision concerning five classifications and concerning the premium rates for statutory holidays.

Whenever it has been indicated to us that a Regional Board has founded its decision upon proper principles we decide against disturbing that decision. In this case, however, we are unable to ascertain the basis for the Regional Board's decision. A careful study of the submissions on appeal and of the Regional Board's file fails to show any reason for disturbing the previously existing differentials in wage rates for the several classifications as

was done by the decision in question. Moreover, and if there is any justification under Wartime Wages Control Order, 1943, to direct an employer to pay premium rates to shift workers for work done on statutory holidays, we failed to detect the reasoning which prompted that Board to approve the request for two such holidays and reject it in respect of the other four. Because of the foregoing reasons we are not prepared to confirm the Regional Board's decision.

It is our view that the evidence before us does not warrant a finding that a gross injustice or a gross inequality exists in respect of the wage rates in effect before decision in question. However, during the hearing of this appeal certain statements were made by both parties which suggest that a proper job evaluation survey would be in order. Probably such a survey would bring to light some inequalities in rates. If and when they are brought to light they can be rectified.

We are of the opinion that the parties might again review this issue as well as that concerning premium rates for work done on statutory holidays by shift workers and endeavour to compose those differences now existing thereon.

In the meantime the appeal will be allowed and the cross-appeal dismissed. There will be a Finding and Direction accordingly.

November 14, 1945.

Re: Canada Packers, Limited

Reasons for Decision

Representatives of the employees in the employer's fertilizers mixing plant at Saint John, New Brunswick, applied to the Regional War Labour Board for New Brunswick for a direction that the wage rates of the employees be increased by three cents an hour. The applicants alleged that such increase was necessary to rectify a gross inequality in the employees rates, which inequality came into being as a result of a decision of that Regional Board concerning the same or substantially similar occupational classifications of a comparable industry in the same locality.

The Regional Board in its decision dated September 6, 1945, directed a general increase of 1½ cents an hour and held that the benefits accruing to the employees under the employer's bonus plan completed the rectification of the alleged inequality in the rates.

Notwithstanding that the employer was not a party applicant before the Regional Board, it being a person affected by the decision,

requested that Board to grant leave to appeal. The appellant, when seeking leave, urged that the Board erred in holding that the bonus plan or the benefits therefrom should be taken into account as a set-off against the sum total of the inequality. The Board considering that a question of interpretation of Wartime Wages Control Order, 1943, was involved in its decision, granted leave.

The bonus is a voluntary one and is presently in effect in all the Company's plants. By Section 26 of the Order it may be discontinued by the employer at any time. The practice is to pay the bonus to persons in the appellant's employ on March 31 of each year. The amount of the bonus varies according to the length of service of the employee.

The mixing of fertilizers is a seasonal operation. Most of the help engaged in the operation may be classed as casual employees. In this case it is indicated that less than 28 per cent of the employees employed during the twelve months ending March 31, 1945, received

the bonus. For this reason the case now before us is not the best vehicle by which to convey the interpretation sought. Our views must therefore be construed as applying to the somewhat unusual set of facts of this case.

What the Regional Board was asked to do in this case was to find a gross inequality in wage rates, and rectify it. Reading the material on the Regional Board's file and the Finding and Direction under appeal, we assume that the Regional Board found that there did exist a gross inequality in rates and that it would require 3 cents an hour to rectify it. However it directed an increase of $1\frac{1}{2}$ cents an hour and found "that a voluntary bonus is in effect which should be taken into consideration

in calculating the proper hourly rate". Presumably the Board considered the bonus to be equivalent to $1\frac{1}{2}$ cents an hour.

The appellant says that of the 193 men hired in 1944, only 53 participated in the bonus. The contention that the bonus helps to rectify the inequality is not appropriate when it is realized that the other 140 employees did not participate.

On the facts in this case we conclude that the voluntary bonus should not be used as a set-off, in part, against the amount required to rectify the inequality in the wage rates of the employees concerned. The appeal is, therefore, allowed and there will be a Finding and Direction accordingly. November 20, 1945

Re: Spruce Falls Power and Paper Company, Limited, Kapuskasing, Ont.

Reasons for Decision

In this case the Company applied to the Regional War Labour Board for Ontario for permission to increase wage rates for its Machine Shop Foreman, Millwright Foreman and Head Oiler. The Regional Board, by its decision dated August 23, 1945, dismissed the application and held that the applicant had failed to bring its case within Section 20 (1) (a) of Wartime Wages Control Order, 1943. From that decision the Company appeals with leave of the Regional Board.

In addition to exercising supervisory authority over employees in the Company's mill the employees concerned in this appeal now oversee employees in a nearby mill of another Company. The appellant urges that the added responsibility warrants the wage rates requested. All three employees are monthly rated.

The evidence before us shows that prior to the assumption of the added responsibilities, each of the said employees worked more than 48 hours per week. It has not been indicated whether they will be required to

work longer hours under the new arrangement. Indeed we are entitled to assume that the standard work week of those employees if altered at all will be reduced to 48 hours in consequence of the provisions of the provincial statute respecting hours of work. What is actually taking place is that the work done and supervision given by the said employees is now being divided in varying proportions between the two mills instead of being concentrated in the Company's mill.

The field over which the said employees now exercise and assume their respective duties and responsibilities has undoubtedly been extended. Such extension, however, does not of itself provide valid grounds to support the assertion that a gross injustice in respect of existing rates has thereby been created. No other grounds were urged.

It is our view that, under existing conditions and possible change of conditions as indicated, the Regional Board made the proper decision in this case and we therefore dismiss the appeal. A Finding and Direction will issue accordingly.

November 20, 1945.

Re: Bakelite Plastics Division, Carbide and Carbon Chemicals, Limited, Toronto, Ont., and Local 512, United Electrical Radio and Machine Workers of America

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board of Ontario in which decision the said Board refused to direct the Company to pay five cents per hour shift bonus to those employees working on the second and third shifts.

This Board has examined the submissions made to the Regional War Labour Board of

Ontario as well as those submitted to us, and after hearing the arguments presented on behalf of both parties, we see no reason to disturb the decision of the Regional War Labour Board of Ontario.

The evidence and submission indicate clearly that the shift employees work on rotating shifts. The submissions also indicate that the employer in the course of negotiations was

prepared to pay certain shift premiums for the third shift, that is the shift from 12 midnight to 8 a.m. The employees, however, were unwilling to accept this compromise and the employer withdrew the offer.

In all circumstances of this case, this Board is not prepared to *direct* the payment of off-shift premiums for the shift periods specified. The appeal is therefore dismissed.

November 21, 1945.

Re: Purity Flour Mills, Limited and Federal Union No. 23736

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for Ontario dated August 1, 1945. In and by that decision the Regional Board directed the Company to increase wage rates for the several classifications in its flour mill at Goderich, Ontario. The Board also directed the Company to pay five cents per hour premium for all work done on the shift commencing at midnight. The Company obtained leave from the Regional Board to appeal that part of the decision concerning the night shift premium.

The milling of flour in large mills, such as the one at Goderich, involves continuous operation. It is generally recognized that the mill must run continuously for the longest period possible in order to obtain efficiency in operation and satisfactory quality in the product. The Company maintains three eight hour shifts and the employees are rotated from shift to shift.

It is said on behalf of the Company that the inconveniences suffered by employees in consequence of having to work through off shifts, were taken into account when the wage rates for shift employees were established. Those wage rates already contain a premium over the rates for employees regularly employed on day work. This is confirmed in the countersubmission of the Union, namely:

7. The employees on shift work only receive two cents per hour more than employees who work straight day work.

Because there is a rotation of employees on the shifts worked in the mill in question, and because the present wage rates for shift workers contain a premium over the rates for day workers, we conclude that it would not be fair and reasonable to require the employer to pay five cents per hour premium for all work done on the shift commencing at midnight. The appeal is allowed and a Finding and Direction will issue accordingly.

November 22, 1945.

Re: American Can Company, Limited, Vancouver, B.C., and United Steelworkers of America, Local 2821

Reasons for Decision

This is a joint appeal from a decision of the Regional War Labour Board for British Columbia dated October 3, 1945, and in part from a decision of that Board dated October 15, 1945. Leave to appeal was granted by the Board.

The application before the Regional Board requested approval for:

- (a) payment for statutory holidays not worked;
- (b) reduction in the qualifying period for vacations with pay;
- (c) payment of service bonus;
- (d) adjustment of wage rates for eight classifications.

The Regional War Labour Board rejected all four requests.

The employer seeks authority to pay straight time for the number of hours in a normal day, as a special holiday allowance for time not worked on six statutory holidays. This is a condition which has not heretofore been approved for the manufacturing industry in British Columbia. There does

not appear to be any valid reason why it should now be approved in this case.

The second issue in this appeal concerns the qualifying period for vacations with pay. At present an employee must work 2,000 hours in the service of the Company before he can become entitled to vacations with pay, which vacations with pay are granted after the employee has been in the service for twelve months. The employer asks for authority to reduce the qualifying period to 1,600 hours. This issue may be regarded as coming within clause "cc" of subsection (1) of Section 20 of the Order. The test to be applied in this instance is whether the request is fair and reasonable. Because of the fact that the employer's operations are geared to the seasonal requirements of fish packing and the canning of fruit and vegetables, some of the new employees are obliged to spend considerable more than a year of intermittent service before they become entitled to vacations with pay. Having regard for the foregoing it seems to us to be fair and reasonable to grant the request made concerning this issue.

The Company maintains single rates for each of its occupational classifications. Many of the classifications are subdivided into grades based upon length of service of the employee in the main classification. Other classifications are not so graded. The latter comprise, chiefly, those classifications which the parties choose to call unskilled or semi-skilled and they have been clearly designated in the submissions. The Company seeks permission to pay a service bonus of 2½ cents per hour to each of its employees in the unskilled and semi-skilled groups. This so-called bonus would be paid only after such an employee had worked for the Company for 2,000 hours. The parties say that there is a weakness in the Company's single rate system in that it does not contain any means of compensating an employee for skill and experience acquired by him during the 2,000 hour period.

It is apparent that the proposed bonus is a wage increase to be applied automatically when an employee had put in 2,000 hours of work in the plant. Such wage increase can only be approved after finding that a gross

injustice or inequality exists in respect of the present rates for the classification concerned, and on the basis of the submissions we cannot so find.

The job evaluation programme which the employer carried out recently brought to light certain inequalities in wage rates in eight occupational classifications. The submissions before us clearly indicate that a gross inequality exists in the present rates for each of those classifications and that the rates now suggested for them are required in order that the inequalities be rectified.

Our decision may be summarized as follows:

- (a) pay for statutory holidays not worked is refused;
- (b) reduction in qualifying period for vacations with pay is authorized;
- (c) payment of the service bonus is denied;
- (d) adjustment of wage rates for eight classifications is approved.

There will be a Finding and Direction accordingly.

November 28, 1945.

Re: Leland Electric Company, Limited, and United Electrical, Radio and Machine Workers of America, Local 508

Reasons for Decision

With leave of the Regional War Labour Board for Ontario the Union appeals from a decision of that Board dated July 18, 1945. In and by that decision the Regional Board directed the employer to establish forty cents an hour as the starting rate for male employees. The employer was also directed to pay female employees the same rate as that received by male employees doing the same kind or class of work; provided, that the quantity and quality of the work done by the female employee would equal that done by the male. Finally the Regional Board directed the employer to reduce from 18 to 15 months the time within which an employee may receive the maximum of the range for the classification in which he is employed.

The Regional Board rejected those parts of the Union's application seeking a direction to increase the starting rates for female employees, to eliminate junior classifications, to establish the principle of equal pay for equal results regardless of the age of the employee, and to increase wage rates for the several occupational classifications in the employer's plant.

The Union's appeal concerns those issues mentioned in the immediately preceding paragraph, as well as that part of the Regional Board's decision concerning starting rates for male employees.

The parties to this appeal have furnished this Board with well prepared briefs and have augmented those briefs with oral argument. We are now satisfied that the Regional Board made correct decisions on all points except that dealing with starting rates for male employees. In our opinion the forty cent starting rate does not completely rectify the gross inequality which existed. It is our view that to remove the inequality a starting rate of forty-five cents per hour should be directed.

Looking over the entire wage structure in effect in the plant in question it is evident that the adjustment now allowed for the starting rates will not of itself create any sound plea for the restoration of previously existing differentials. They, in our opinion, were too wide as they stood.

There will be a Finding and Direction giving formal effect to this decision.

November 30, 1945.

**Re: Anaconda American Brass Company, Limited, and New Toronto
Brass and Copper Workers' Union, Local 811**

Reasons for Decision

The Local applied to the Regional War Labour Board for Ontario for an order directing the Company to make certain adjustments in wage rates and to inaugurate certain working conditions and alter others. The Regional Board dismissed the application but granted leave to appeal.

The issues involved in this appeal comprise:

1. Severance Pay.
2. Sick leave with pay.
3. Double time for work performed on statutory holidays and straight time when no work is performed.
4. A standard work week of 40 hours with overtime at the rate of time and one-half after 8 hours in any day or 40 hours per week.
5. Two weeks' vacation with pay for all employees continuously employed by the Company for one year before July 1 and not less than three weeks for those continuously employed for five years or more.
6. A sickness and accident insurance plan.
7. A general increase of 10 cents per hour.
8. A 10 cents off-shift premium.
9. Time and one-half for work done on Saturdays and Sundays by shift workers on continuous operations.
10. Allowance of a fifteen minute wash-up period for casters.

The Company opposed the application and the appeal on all issues.

There is no precedent under Wartime Wages Control Order to support the Union's application concerning severance pay. No attempt was made at showing that it is the practice in industry in Canada to grant such pay and certainly it has not heretofore been ordered, or even authorized, by any War Labour Board.

There are no precedents to support the Union's request that the employer be directed to pay for such items as sick leave, statutory

holidays as requested, vacations on the basis requested or sickness and accident insurance.

It has been indicated that at one time the plant in question had a standard work week of 63 hours. The length of the work week has been steadily reduced until at present it stands at 45 hours. The Union now asks us to direct that the employer establish a 40-hour week with an increase of hourly rates which would guarantee the same "take home" pay. The Union cited the Lever Brothers' case as justification for this demand. There is such a substantial difference between the conditions in the Lever plant and those in the Anaconda plant as to make comparison impossible. The question of hours of work is one which this Board must leave to collective bargaining between the parties.

No attempt was made on the part of the appellant to show that any gross injustice or inequality existed in the present rates being paid. This Board has repeatedly said that it is not sufficient to merely say that a gross injustice or inequality exists in respect of any wage rates, but that it is necessary for an applicant in every case to prove by definite evidence that an injustice or inequality does in fact exist.

We are not prepared to alter the conditions presently in effect in the Company's plant as the same concern off-shift premiums and punitive rates for work performed on Saturdays and Sundays on continuous operations nor are we prepared to direct the employer to pay its casters for any washing-up period.

The result of this decision is that the appeal will be dismissed and there will be a Finding and Direction accordingly.

November 30, 1945.

Re: Whitmoyer Laboratories Limited, Yarmouth, N.S.

Reasons for Decision

The Company applies for leave to appeal and appeal from a decision of the Regional War Labour Board dated October 10, 1945. In and by that decision the Regional Board rejected an application for permission to inaugurate a group life insurance plan to cover employees in its Yarmouth branch.

The group life insurance plan provides a total coverage in the aggregate amount of \$13,000 for its employees. The premiums thereon amount to \$108.70 per year and are paid by the Company without contribution by the employees. The Regional Board withheld

its approval on the ground that the plan did not provide for contribution by the employees to the extent of at least 30 per cent of the premium, which would amount to approximately \$2.50 per year for each employee.

It is our view that the said plan should be approved as requested, it being understood that the approval will not apply to those employees who are subject to the jurisdiction of the Salaries Order.

The application is granted and the appeal is allowed. There will be a Finding and Direction accordingly.

November 30, 1945.

Re: National Association of Master Plumbers and Heating Contractors of Canada and United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Local 46

Reasons for Decision

This is an appeal and a cross-appeal from a decision of the Regional Board of Ontario dated July 10, 1945, whereby the rate for journeymen plumbers and steamfitters in Toronto was increased from \$1.17 to \$1.21 per hour. The employers' association appeals to have the rate of \$1.17 restored, while the Union cross-appeals to obtain a rate of \$1.27.

The Regional Board's decision in this case was made concurrently with decisions concerning several other classifications in what is commonly known as the construction industry. In each of the said decisions except in the case of journeymen painters, decorators and paperhangers, the Regional Board directed an increase of 4 cents an hour in the wage rates. For reasons which need not here be

stated we have decided not to disturb the Regional Board's decision in those other cases. Having regard for all the circumstances in this case we do not propose to interfere with the Regional Board's decision to establish the rate of \$1.21 per hour for journeymen plumbers and steamfitters. The appeal will therefore be dismissed.

On the other hand we do not find that the rate of \$1.21 must be increased in order "to rectify a gross injustice or gross inequality" and there is no basis in Wartime Wages Control Order, 1943, upon which this Board can maintain the cross-appeal, particularly when the principles and the purposes of the Order are kept in mind.

Finding and Direction accordingly.

November 30, 1945.

Re: Toronto Builders Exchange and the Building and Construction Trades Council of Toronto and vicinity

Reasons for Decision

By leave of the Regional War Labour Board for Ontario, this appeal is brought by the Council on behalf of journeymen in the building trades from decisions dated July 10, 1945, whereby, on an application by the Unions for an advance of 10 cents in hourly rates, employers were directed to increase rates by 4 cents in all trades except painting and decorating. The appellant unions now ask this Board to direct a further increase of 6 cents.

The rates directed by the Regional Board are as follows:—

Bricklayers and masons.....	\$1 23
Carpenters	1 11
Sheet Metal Workers.....	1 18

Elevator Constructors	\$ 1 20
Plasterers	1 21
Electricians	1 21
Operating Engineers	1 04
Lathers	1 21
Boilermakers	1 04
Boilermaker Helpers	79
Elevator Constructor Helpers.....	87

We do not find that these rates must be increased in order "to rectify a gross injustice or gross inequality" and there is no basis in the Wages Control Order (P.C. 9384) upon which this Board can maintain the appeal particularly when the principles and the purposes of the Order are kept in mind.

There will be a Finding and Direction dismissing this appeal.

November 30, 1945.

Re: Toronto Chapter of Painting and Decorating Contractors and Brotherhood of Painters, Decorators and Paperhangers of America, Locals 557, 864, 1080 and 1003

Reasons for Decision

This is an appeal by the Brotherhood from a decision of the Regional War Labour Board for Ontario dated July 10, 1945, refusing to direct an increase in the rate of journeymen from 97 cents to \$1.07 per hour.

We have given careful consideration to the submissions presented on behalf of the Union

and to the forceful argument developed at the hearing of this appeal, but our conclusion must be that, under the stabilization Order (P.C. 9384), the administration of which is committed to our charge, there is no legal basis for direction of an increase.

The appeal must be dismissed.

November 30, 1945.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National War-time Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

The articles on strikes and lockouts, formerly included in this section, may be found elsewhere in this issue.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of November. During the month the Board received thirteen applications, issued seven certificates designating bargaining representatives, rejected one application, ordered five representation votes, and gave a decision in one appeal case.

Certificates Issued

Following an investigation by an officer of the Board, bargaining representatives as stated were certified in the under noted cases:—

1. Messrs. James Riddle, Wilton Judson and Victor Norman Atkinson and *Local 11, American Communications Association* for section linemen, linemen, ground men, cooks and cookees, employed in Ontario, on the Canadian Section of the Lake Division of the *Western Union Telegraph Company, New*

York, N.Y. Maintenance foremen and ground foremen were excluded from the bargaining unit.

2. Messrs. W. L. Allen, G. R. Pawson, C. J. Murphy, C. J. Judge, H. J. Moreau, C. W. Pethick, G. A. Huffman, W. A. Whyte and I. R. Burns and *Canadian Pacific System, Division No. 1, Commercial Telegraphers Union*, for Morse Telegraphers, Automatic Telegraphers and Clerks, employed in the Communications Department of the *Canadian Pacific Railway, Montreal, P.Q.*

3. Messrs. C. C. Lavery, A. Currie, W. Lawrence and Austin Smith and *Royal City Waterfront Workers' Association, Local 502, International Longshoremen's and Warehousemen's Union* for longshoremen employed at the port of New Westminster, by the *Victoria and Vancouver Stevedoring Company Limited, Vancouver, B.C.* Foremen were excluded from the bargaining unit.

4. Mr. A. R. Whittaker and the *Brotherhood of Railroad Trainmen* for certain classifications of employees in the Yard Division, Railway Traffic Department of the *National Harbours Board, Montreal, P.Q.*

Following an investigation and a public hearing, bargaining representatives as stated were certified on the following cases:—

1. Messrs. J. A. Sullivan, D. Ferguson, C. E. Lenton and the *Canadian Seamen's Union* for the unlicensed personnel employed on the *S.S. Cyclo Brave* owned and operated by *S.S. Cyclo Brave Limited, Montreal, P.Q.*

2. Messrs. Elroy Robson, H. R. Black, Duncan McSporran, William G. McGrath and C. O. Morris and the *Canadian Brotherhood of Railway Employees and Other Transport Workers* for the junior engineers, purser's clerk, wheelmen, watchmen, deck hands, water tenders, firemen, coal passers, oilers, chef, cooks, steward's helpers, waiters, night porters, and dock men of the *Ontario Car Ferry Company Limited, Cobourg, Ontario*. Excluded from the bargaining unit were chief engineers, second and third engineers, first and second officers, pursers, assistant pursers and chief stewards.

Following an investigation and a representation vote ordered by the Board, bargaining representatives as stated were certified in the following case:—

Messrs. J. A. Sullivan, D. Ferguson and C. E. Lenton and the *Canadian Seamen's Union* for the unlicensed personnel employed in the deck, engine room and steward's departments of the *S.S. George Hindman*, owned and operated by the *Diamond Steamship Company Limited, Owen Sound, Ontario*.

Application for Certification Rejected

Canadian Seamen's Union and Ontario Car Ferry Company Limited, Cobourg, Ontario. (L.G., Oct., 1945, p. 1460.) Following an investigation of the application by an officer of the Board and a public hearing, the Board decided to reject the application, as evidence submitted did not indicate that it had the support of a majority of the employees affected as required by the Wartime Labour Relations Regulations, P.C. 1003.

Representation Votes Ordered

1. *The Brotherhood of Railroad Trainmen and the Toronto, Hamilton and Buffalo Railway, Hamilton, Ontario*. (L.G., Oct., 1945, p. 1459.) Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ontario, was authorized by the Board to act as Returning Officer in a vote of the regularly assigned road train conductors.

2. *Canadian Seamen's Union and Marpole Towing Company Limited, Vancouver, B.C.* (L.G., Sept. 1945, p. 1319.) Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was authorized by the Board to act as Returning Officer in a vote of the unlicensed personnel in deck, engine room and steward's departments on all vessels operated by the Company.

3. *Canadian Seamen's Union and Gulf of Georgia Towing Company, Limited, Vancouver, B.C.* (L.G., Oct., 1945, p. 1459.) Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was authorized by the Board to act as Returning Officer in a vote of the unlicensed crew members in deck, engine room and steward's departments on all vessels operated by the Company.

4. *Brotherhood of Railroad Signalmen of America, and Canadian National Railways, Toronto, Ontario*. (L.G., Oct., 1945, p. 1459.) Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ontario, was authorized by the Board to act as Returning Officer in a vote of signal foremen, signalmen working with and under the direction of a signal foreman in the classifications of signal maintainers, signal mechanics, assistant signal maintainers, assistant signal mechanics and signal helpers employed by the Company.

5. *Canadian Seamen's Union and Young & Gore Tug Boat Company, Limited, Vancouver, B.C.* (L.G., Oct., 1945, p. 1459.) Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was authorized by the Board to act as Returning Officer in a vote of the unlicensed crew members in deck, engine room, and steward's departments on all vessels operated by the Company.

Applications Under Investigation

1. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of engineering and maintenance staff of the hotel and golf course—engineer, second engineer, assistant engineer, fireman, plumber, trouble men, upholsterer, truck drivers, electrician, boiler washer, carpenter, painter, greensmen, repair mechanics, tractorman, labourers, etc., employed at *Banff Springs Hotel, Canadian Pacific Railway Company, Banff, Alberta*.

2. *Quebec Federation of Professional Employees*, on behalf of the professional engineers in the Departments of Assistant Vice-president of Engineering; general engineering, Eastern Division; and plant engineering, Montreal and Eastern Divisions of the *Bell Telephone Company of Canada, Montreal, P.Q.*

3. *Bell Telephone Company, Unit No. 1, of the Federation of Employee Professional Engineers and Assistants* on behalf of all professional engineers, employed in the Western and Toronto Division plants of the *Bell Telephone Company of Canada, Toronto, Ontario.*

4. *Bell Telephone Company, Unit No. 2, of the Federation of Employee Professional Engineers and Assistants* on behalf of all professional engineers in the Department of General Engineering of the *Bell Telephone Company of Canada, Toronto, Ontario.*

5. *Brotherhood of Railroad Trainmen* on behalf of the road train conductors, employed by the *Temiskaming and Northern Ontario Railway, North Bay, Ontario.*

6. *Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, No. 1874*, on behalf of all employees of the *Western Greyhound Lines Limited, Calgary, Alta.*, who drive buses, work in garage, ticket offices, express offices and baggage depots.

7. *Canadian Brotherhood of Railway Employees and other Transport Workers*, on behalf of the supervisor of red caps, captain of red caps and red caps employed at the Central Station of the *Canadian National Railways, Montreal, P.Q.*

8. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, on behalf of clerks, etc., in the Moose Jaw District Accountant's Office of the *Canadian Pacific Railway Company, Winnipeg, Manitoba.*

9. *Brotherhood of Sleeping Car Porters*, on behalf of porters on sleeping, parlour and

composite cars of the *Northern Alberta Railway Company, Edmonton, Alberta.*

10. *International Brotherhood of Electrical Workers, Local 1446*, on behalf of Radio Broadcast Technicians employed by the *Canadian Broadcasting Corporation, Ottawa, Ontario.*

11. *Brotherhood of Locomotive Engineers* on behalf of engineers handling steam or other class of motive power on the *Canadian Pacific Railway Company, Montreal, P.Q.*

12. *Brotherhood of Locomotive Engineers* on behalf of engineers handling steam or other class of motive power on the *Canadian National Railways, Montreal, P.Q.*

13. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of red caps employed by the *Toronto Terminals Railway Company, Toronto, Ontario.*

Decision of Board in Appeal Case

Following a hearing, the Board dismissed the appeal of the Joseph Stokes Rubber Company Limited, Welland, Ontario, from a decision of the Ontario Labour Relations Board, consenting, on the petition of Local 523, United Electrical, Radio and Machine Workers of America, to the institution of prosecution against the Company for an alleged offence under the Wartime Labour Relations Regulations, namely, its refusal to comply with subsection 5 of Section 10 and Section 38 of the Regulations.

The text of the Board's formal reasons for judgment is given below, as well as a dissenting opinion of Mr. A. J. Hills:—

Between: Joseph Stokes Rubber Company, Ltd., Welland, Ont., Appellant, and United Electrical, Radio and Machine Workers of America, Local 523, Respondent

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, Deschamps, Hills, Mosher and Picard.

Reasons for Judgment

The judgment of the Board was delivered by the Vice-Chairman.

This is an appeal from the decision of the Ontario Labour Relations Board consenting on the petition of the respondent union to the institution of prosecution against the appellant company for an offence alleged to have been committed by the Company under the War-time Labour Relations Regulations, namely, *its refusal to comply with subsection 5 of section 10 and section 38 of the Regulations*

in respect of the alleged unjust dismissal of an employee, one Betty Gennings. The union claimed that the refusal of the Company to arbitrate the claim of unjust dismissal was a violation of the collective agreement between the parties. The Company, it appears, is not prepared to arbitrate this claim as it alleges that the dismissed employee had not made claim of unjust dismissal within the time limit after discharge specified in the agreement and which reads as follows:

DISCHARGE CASES

In event of an employee being discharged from employment and it is felt that the discharge is unjust, the case shall be taken up as a grievance in the manner hereinbefore

provided. Should it be determined that the dismissal was unjustified, the Company shall reinstate the said employee and pay full compensation for the time lost, at the employee's regular rate of wages. Any claim of unjust dismissal shall be made within fifteen hours after discharge and all such cases shall be taken up and disposed of within five days of discharge.

and that therefore the Company was not obligated under that agreement to arbitrate on the issue of unjust dismissal of the employee.

The Company appeals from the decision of the Ontario Board giving consent to prosecute, on the ground that the Board before doing so should have investigated the facts of the case to satisfy itself that the discharged employee was entitled to invoke the grievance provisions of the agreement and that there was something to go before the Board of Arbitration provided for in the grievance procedure and that the Board erred in giving its consent without hearing evidence for the above purpose.

Section 45 of the Regulations provides as follows:—

45. No prosecution from an offence under these Regulations shall be instituted except by or with the consent of the Board, evidenced by a certificate signed by or on behalf of the Chairman of the Board, and in exercising its discretion as to whether any such consent should be granted, the Board may take into consideration disciplinary measures that have been taken by an employers' organization or a trade union or employees' organization against the accused.

We are unable to agree with the appellant's contention as in our opinion it is the function of the court which deals with the charge to determine the merits of the prosecution and we do not consider that the Board on an application of this nature is required to take evidence on or pass on the merits of the case in anticipation of the decision of the court nor is an inquiry for this purpose necessary in order to dispose of the application. As long as the Board is satisfied that the matter involved is of a serious nature and that the prosecution is not merely of a frivolous or vexatious nature, it is warranted, in our opinion, in giving its consent to prosecution; or as specifically provided in section 45 it may in making its decision take into consideration the extent of disciplinary measures already taken against the accused.

In the present case, the Ontario Board held one or more hearings at which both parties were represented and having regard for the nature of the issues involved in the prosecution, we see no reason for disturbing the Ontario Board's decision.

For the above reasons, we are of opinion that the appeal should be and it is hereby dismissed.

At the same time, the Board considers it advisable to draw to the attention of the parties that there was, in the circumstances of this case, another and, in our opinion, more appropriate procedure under the Regulations for the disposition of the issues involved in this prosecution, namely, by application to the Ontario Board under sections 17 and 18 of the Regulations for the establishment of an appropriate grievance procedure to determine the issues in dispute. Under the procedure so established the allegations of non-compliance with the provisions of the agreement could have been disposed of by arbitration.

Neither party has made application for this purpose, however, although this procedure was referred to by the Board in the course of the proceedings and, in consequence, there was no authority for the establishment of such procedure by the Ontario Board or this Board on appeal.

We observe that in the recently negotiated agreement between the parties which replaces the agreement which is the subject matter of the present proceedings, provision has been made for the establishment of an Arbitration Committee to deal with grievances concerning the interpretation or violation of the agreement and it may be that the parties even at this stage may consider it desirable to refer by consent to this Committee for decision the questions of alleged violation and of interpretation of the agreement which are involved in the application for consent to prosecution.

(Sgd.) A. H. BROWN,
Vice-Chairman
for the majority of the Board

Dissenting Opinion of Mr. A. J. Hills

I dissent from the above, on the grounds that the undertaking assumed by the employer under the Collective Bargaining Agreement, to submit grievances to arbitrators, in discharge cases, was limited to those where claim of unjust dismissal was made within 15 hours.

Under such circumstances it is my view that without going into the merits of the dismissal, the Ontario Board, in exercising its discretion—before giving consent to prosecute—should have determined whether the specific condition necessary in discharge cases to bring in the grievance procedure, as an obligation, had been fulfilled.

(Sgd.) A. J. HILLS

R. B. LAW, Esq., K.C. } for Joseph Stokes
L. R. LEVER, Esq. } Rubber Company
Limited

Dated at Ottawa, November 7, 1945.

Supreme Court of Canada Upholds Decision of Quebec Courts in Levis Ferry Injunction Case and Board Certifies Bargaining Representatives

On May 31, 1944, an application for certification of bargaining representatives for all employees of *Levis Ferry Limited, Quebec, P.Q.*, except the manager secretary and clerical office staff was filed with the Board by Division 229, Canadian Brotherhood of Railway Employees and Other Transport Workers. Subsequently, a counter application was filed on June 27, 1944, by *Le Syndicat des Employées de la Traversée de Levis Limitee*.

The membership position of both organizations was investigated by an Officer of the Board and at a hearing before the Board on July 4, 1944, both organizations claimed to represent a majority of the employees affected. In order to determine which of the two organizations represented a majority of the employees, the Board ordered a representation vote in which captains, second captains and administrative personnel were to be excluded.

On July 28, 1944, the day set for the taking of the vote, certain of the employees who were excluded from the bargaining unit by the Board, applied for and obtained an interlocutory injunction preventing the ballot being taken and instituted proceedings for the annulment of the Board's decision. An action was taken in the Superior Court of Quebec to have the injunction confirmed and made permanent. On February 8, 1945, Honourable Mr. Justice J. O. Boulanger who presided, rejected the action and declared the injunction null and void. An appeal from this decision was taken to the Court of King's Bench of the Province of Quebec, which, on May 15, 1945, upheld the

decision of the lower court. A further appeal was taken to the Supreme Court of Canada, where, on November 1, 1945, the decisions of the two lower courts were confirmed. In upholding the decisions of the lower courts the Chief Justice of the Supreme Court of Canada stated that the Court was unanimously in agreement with reasons given in the Quebec Appeal Court on the point that the Wartime Labour Relations Board (National) had acted within its jurisdiction and authority and in accordance with the Wartime Labour Relations Regulations P.C. 1003.

The decision of the Supreme Court of Canada was reported to the Board on November 6, 1945, and the Board instructed that the representation vote be conducted as soon as arrangements could be made.

Accordingly, on November 21, 1945, Mr. R. Trepanier, Industrial Relations Officer, Montreal, P.Q., acting as Returning Officer for the Board conducted the ballot which resulted as follows: number of eligible voters, 102; number of votes cast, 97; voting in favour of Division 229, Canadian Brotherhood of Railway Employees and Other Transport Workers, 63; voting in favour of *Le Syndicat des Employées de la Traversée de Levis Limitee*, 32; spoiled ballots, two.

The result of the balloting was reported to the Board on December 4, 1945, and certification was granted to the bargaining representatives of the applicant union, the Canadian Brotherhood of Railway Employees and Other Transport Workers.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Regulations Board (National) or by the Provincial Boards in their jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports about settlement of the matters in dispute and reports that in his view an agreement might be facilitated

by the appointment of a Board of Conciliation, a Board is established by the Minister of Labour forthwith. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Willards Chocolates, Limited, Toronto, Ont., and Local 264, Factory Bakers' Union.—M. J. Fenwick, Conciliation Officer.

Three (3) Coal Companies, Saint John, N.B.,—R. P. and W. F. Starr Company, Limited,

Parker D. Mitchell, Limited, Eastern Coal Company—and Local No. 1, National Union of Coal Distributors.—H. R. Pettigrove, Conciliation Officer.

Brown-Holder Biscuits, Limited, Moncton, N.B., and Local 308, United Packinghouse Workers of America.—H. R. Pettigrove, Conciliation Officer.

Burns and Company (Eastern) Limited, Kitchener, Ont., and Packinghouse Butchers and Allied Food Workers' Union.—H. Perkins, Conciliation Officer.

Frost, Steel and Wire Company, Ltd., Hamilton, Ont., and Local 3561, United Steelworkers of America.—William Dunn, Conciliation Officer.

Twelve (12) Canadian Railways Canada—Canadian National Railways and subsidiaries (Niagara, St. Catharines and Toronto Railway, Toronto Terminal Railways (Jointly with C.P.R.), Oshawa, Railway and Montreal and Southern Counties Railway); Canadian Pacific Railway and subsidiaries; Lake Erie and Northern and Grand River Railway, Winnipeg Public Market (Union Stock Yards); Quebec Central Railway; Algoma Central Railway; Dominion Atlantic Railway; Northern Alberta Railway; Temiskaming and Northern Ontario Railway; Pacific Great Eastern Railway; Sydney and Louisburg Railway; Essex Terminal Railway and Brotherhood of Railroad Trainmen.—M. M. Maclean, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following case reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an Agreement:—

Eight (8) Motor Companies, Brandon, Man.—Princess Garage, Manitoba Motor Transit, Master Service, Western Motors, Limited, Gillis and Warren, Limited, Canadian Motors Limited, Reliance Machine and Motor Company, Imperial Motor Company—and Local 1565, International Association of Machinists.—Thos. J. Williams, Conciliation Officer.

Timmins New Method Laundry, Timmins, Ont., and General Workers' Union (C.C.L.)—William Dunn, Conciliation Officer.

Mueller Limited, Sarnia, Ont., and Local 456, Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO)—F. J. Ainsborough, Conciliation Officer.

National Harbours Board, (Cold Storage), Montreal, P.Q., and Bro. of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees—B. Wilson, Conciliation Officer.

Boards Established

During November six Boards of Conciliation were established but not fully constituted:—

Schultz Die Casting Company, Wallaceburg, Ont., and Local 251, Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

Canadian Industries, Limited, Nobel, Ont., and District 50, United Mine Workers of America, Chemical Division.

Frost, Steel and Wire Company, Limited, Hamilton, Ont., and Local 3561, United Steelworkers of America.

Willards Chocolates, Limited, Toronto, Ont., and Local 264, Factory Bakers' Union.

Maclean and Weir, Limited, Vancouver, B.C., and Local No. 1, Boilermakers and Iron Shipbuilders Union.

Welding Shop and Engineering Company, Limited, Vancouver, B.C., and Local No. 1, Boilermakers and Iron Shipbuilders Union.

Boards Fully Constituted

During November Three Boards of Conciliation were fully constituted:—

Goderich Manufacturing Company, Goderich, Ontario.—The Board of Conciliation established to deal with a dispute between the Goderich Manufacturing Company, and Local 2622, United Brotherhood of Carpenters and Joiners of America was fully constituted on November 10, 1945, with the appointment of Judge M. A. Miller, Sarnia, Ontario, as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. F. R. Darrow, Goderich, Ontario, and Mr. Fred Molineux, Hamilton, Ontario, were appointed on the nomination of the employer and employees respectively.

Onward Manufacturing Company, Kitchener, Ontario.—The Board of Conciliation established to deal with a dispute between the Onward Manufacturing Company, Kitchener, Ontario, and Local 1719, International Association of Machinists was fully constituted on November 2, 1945, with the appointment of Judge J. C. M. German, Cobourg, Ontario, as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. L. Debus, Kitchener, Ontario, and Mr. R. Dickie, Hamilton, Ontario, were appointed on the nomination of the employer and employees respectively.

Toronto Graphic Arts Association and Master Printers and Bookbinders Association, Toronto, Ontario.—The Board of Conciliation established to deal with a dispute between

the Toronto Graphic Arts Association and Master Printers and Bookbinders Association, Toronto, Ontario, and Toronto Printing Pressmen and Assistants Union No. 10, was fully constituted on November 2, 1945, with the appointment of Mr. L. W. Brockington, K.C., Ottawa, Ontario, as Chairman of the Board,

who was appointed on the joint recommendation of the other two members of the Board. Messrs. E. J. Soulsby and Bora Laskin, both of Toronto, Ontario, were appointed by the Minister of Labour in the absence of a nomination from the employer and on the nomination of the employees, respectively.

Reports of Boards in Disputes between Brown's Bread, Ltd., Toronto, Ont., and Local 847, Bakery Wagon Drivers Union, and Local 264 Factory Bakers' Union

Two Boards were established to deal with the above disputes. Due to the similarity of the constitution of the Boards and similarity of the context of the reports, they are presented here as a single report.

On November 23 the Minister of Labour received the Report of the Board of Conciliation, the personnel of which was as follows: Dr. Alexander Brady, Toronto, Chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. J. S. Midanik and N. L. Mathews, appointed on the nomination of the employees and employer respectively.

Report of Board

To The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada
Sir:

The Board of Conciliation appointed by you in the above matter herein submits its report.

The Board met the parties in Toronto on October 29. The Union was represented by Mr. C. L. Dubin, counsel and by Messrs. Charles Aumiller and George Hollett. The Company was represented by Messrs. J. C. Adams, S. T. Garside, C. W. Cotter, L. A. Trapp, L. Bridger, and W. H. Willis.

As similarly in the dispute between the Company and the Bakery Wagon Drivers' Union, Local 847, five points were listed upon which disagreements between the parties occurred and which had prevented the signing of an agreement:

1. Certain details in the grievance procedure.
2. Rights to grievance procedure in cases of layoffs and discharges.
3. Duration clause of agreement.
4. Request by Union for compulsory check-off for the duration of the agreement.
5. Request by Union for the Union Shop.

HISTORY OF THE DISPUTE

Much evidence was given in the hearing by both parties upon the historical background of the present dispute, but the parties

were not in agreement in the statement of certain facts concerning the cardinal features of this background. The union pointed out that for at least ten years the Company had recognized two Employees' Associations, embracing the drivers and the bakers, and in 1935 these were registered under the Trade Union Act. Both Associations obtained the check-off privilege from the Company. It was argued also that a Union Shop was recognized. The Company admitted that a check-off had been adopted as a practice in 1936, but contended that the Employees' Associations were really benefit societies as well as trade unions and the deductions were returned to the employees in a variety of ways. The Company denies that a Union Shop was recognized in that membership in the Association was not made a condition of employment. To the Board it is certainly clear that a type of check-off had existed but, while the Union offered to present evidence by some of the employees that a Union Shop had been recognized in practice, the Company was equally ready to present evidence that no Union Shop had been recognized. The Board felt that no useful purpose would be served by hearing oral protracted and contradictory evidence on this point as it would not serve to bring the parties together. Indeed it would more likely have the opposite effect.

The Employees' Association which embraced the salesmen was certified by the Ontario Labour Court on October 6, 1943. In November, 1944, the present Union began organization. In the same month an agreement was signed between the Company and the Brown's Bread Bakery Employees' Association. The present Union made application to the Labour Relations Board for certification, and the Board ordered a vote, which was taken on April 25, 1945. The result of this vote was as follows:

Number of ballots cast.....	247
In favour of present Union.....	196
In favour of Employees' Association	50
Spoiled ballots.....	1
Eligible to vote.....	259

On May 22, 1945, Local 847 of the Bakery Wagon Drivers' Union was certified as the bargaining agent for the workers in this branch of the Company's operations. Negotiations have continued since then without an agreement being reached.

RECOMMENDATIONS

The Board of Conciliation heard evidence from both parties on the details of the grievance procedure and the duration clause of the agreement. In the light of this evidence, the Board took the proposed clauses of the Company and made what it deems to be appropriate changes. It recommends these amended clauses for inclusion in the agreement between the Company and the Union, and both parties agree to them.

The clauses are:

6. Both parties agree that the complaint or grievance of an employee or of a group of employees should be adjusted as quickly as possible, and that the employee's immediate supervisor should have an opportunity of adjusting any complaint before it is considered a grievance.

If the nature of the complaint is such that the immediate superior cannot adjust it immediately, he may have deferred action for twenty-four hours or any longer period which he may arrange with the employee or employees concerned.

7. The Union will designate an employee to serve as Shop Steward for the purpose of assisting any employee or group of employees in the presentation of a grievance.

8. If the complaint of an employee has reached the grievance stage it will be stated in writing by the grievance committee or employee concerned on forms supplied for that purpose by the Union and approved by the Company, and the subject matter will then be discussed between the Shop Steward and the immediate supervisor of the employee or employees concerned.

The Supervisor shall dispose of the grievance by making a written answer on the form provided.

9. If the grievance is not then settled it will be referred to a meeting between the Union Grievance Committee and the Branch Manager of the plant.

10. The Union Grievance Committee will consist of not more than three (3) per branch designated by the Union for that purpose, and the disposition of the grievance resulting from the meeting between the Union Grievance Committee and the Branch Manager shall be stated in writing.

11. If the grievance is not settled at the meeting between the Union Grievance Committee and the Branch Manager it may be referred to arbitration.

12. The party requesting arbitration must notify the other party in writing of its desire to arbitrate the grievance, and at the same time nominate an arbitrator. The other party shall likewise nominate an arbitrator, within seven days after receipt of the request for arbitration.

13. The two arbitrators so appointed shall meet within forty-eight hours, and shall either settle the grievance or agree upon a third party to act as Chairman of a Board of Arbitration, or in the event of disagreement shall request the Minister of Labour for the Province of Ontario to appoint a Chairman of the Board of Arbitration.

14. No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance.

15. Each of the parties hereto will bear the expenses of the arbitrator appointed by it, and the parties will jointly bear the expenses of the Chairman of the Arbitration Board, if any.

16. No matter may be submitted to arbitration which has not been properly carried through all previous steps of the grievance procedure.

17. The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement.

18. The proceedings of the Arbitration Board will be expedited by the parties hereto, and the decision of the majority of such Board will be final and binding upon the parties hereto.

19. The Business Agent of the Union shall be entitled to participate in the discussion of any grievance at any stage of the grievance procedure after the grievance has been stated in writing and shall have access to such part of the premises of the employer as is necessary for him to participate in such discussions, and the parties agree that any employee or employees concerned will be produced as witnesses and that both parties will have all reasonable and necessary access to all relevant records and documents.

20. It is understood that the Branch Manager or any other officer of the Company who may substitute for him shall have authority to make decisions on behalf of the Company, and that the Union Grievance Committee will have the same authority to make decisions on behalf of the Union.

21. If any grievance concerns the discharge of an employee it must be stated in writing and delivered to the Branch Manager within three days of the date of discharge.

Such special grievance may be first taken up at a meeting between the Branch Manager and the Union Grievance Committee, and is to be settled by:—

- (a) Reinstatement of the employee with full compensation for lost time;
- (b) By confirming the Management's dismissal of the employee or
- (c) By any other arrangement which is just and equitable in the opinion of the conferring parties, or in the opinion of the arbitrators if the matter goes to arbitration.

22. It is understood that in all ordinary dismissal cases the employee will be given seven days notice, but in the case of serious misconduct he may be either dismissed or suspended without notice.

When an employee has been dismissed without notice he shall have the right to interview his Steward or the Business Agent for a reasonable period of time before leaving the plant premises.

The Board also recommends the following duration clause for inclusion in the agreement:

This agreement shall remain in force from the date hereof until the — day of November 1946, and shall continue in force from year to year thereafter unless in any year at least thirty days, and not more than sixty days, prior to the — day of November either party shall furnish the other with notice of termination of, or proposed revision of, this agreement.

The members of the Board of Conciliation agree in recommending the inclusion of a voluntary revocable check-off in the Agreement, and the Company before the Board has expressed a willingness to concede such a check-off as a measure of convenience and security to the Union, but is opposed to any additional measure of union security. The members of the Board of Conciliation themselves are not in unanimous agreement in recommending provisions of union security beyond the check-off. Mr. Mathews is of the opinion that, under all the circumstances a voluntary and revocable check-off is a fair and adequate concession by the Company. He believes that the bargaining representatives of the Union should not be entitled to any greater form of union security than that enjoyed by the former bargaining representatives, the Employees' Association, especially when the Employees' Association had been in bargaining relations with the Company for many years whereas the Union is entirely new to them. Mr. Midanik, on the other hand, recommends that besides the check-off there should also be provision in the agreement for a maintenance-of-membership clause that would insure the continued membership of those employees not members and would make it compulsory for all new employees to become members. He would emphasize

that the employees had certain rights of union security when the Employees' Association acted as their bargaining agent, and that the employees naturally and logically expected provision for the same union security when they had decided to change their agent. The chairman would not recommend to the parties under present circumstances a union shop, but would suggest a maintenance-of-membership clause whereby existing employees who are members of the Union and all new employees who become members remain members for the duration of the agreement as a condition of their employment, and are free to withdraw within two weeks of the anniversary date of the signing of the collective agreement. Maintenance of membership may appear to both Company and Union as a temporizing measure, but it reflects a useful compromise between conflicting conceptions of industrial relations, and the willingness to meet at some reasonable point of compromise is the essence of collective bargaining under democracy.

The Board is aware that the prolonged discussions preceding certification of the present Union and the negotiations since then have probably created some mutual irritations. It would urge both parties not to permit these little irritations and differences to delay the signing of an agreement now. No agreement is perfect, but every agreement is intended as a guarantee that the parties wish to collaborate in the interests of both employees and company.

Respectfully submitted this 22nd day of November, 1945.

(Sgd.) ALEXANDER BRADY,

(Sgd.) J. S. MIDANIK,

(Sgd.) NORMAN L. MATHEWS.

Report of Board in Dispute between MacFarlane Motors, Limited, Valley Motors Company, Limited, Smith Motor Co., Ltd., J. Clark & Son, Limited, and Capital Garage, Fredericton, N.B., and Fredericton Automobile Mechanics and Garage Workers Union

On October 31 the Minister of Labour received the Report of the Board of Conciliation, the personnel of which was as follows: Rev. Austin MacPherson, Fredericton, Chairman, appointed by the Minister on a joint recommendation from the other two members of the Board, Messrs. Arthur Limerick and Carlisle Hanson, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable HUMPHREY MITCHELL, Minister of Labour,
Ottawa, Ont.

The Board of Conciliation appointed by you pursuant to the Provision of Section 13 of P.C. 1003 begs to submit the following report:

The Board has held six meetings since its appointment. At the first hearing Valley Motors Company, Limited was represented by John Baldwin, Smith Motor Company, Limited by Walter MacNaughton, J. Clark & Son Limited by E. L. Merrithew, Wood Motors Limited by Bliss Wood and Capital Garage by W. E. Vaughan. MacFarlane Motors Limited was the only firm not represented. However, at subsequent meetings E. L. Merrithew stated that he was representing MacFarlane

Motors Limited. At the last two meetings J. Clark & Son Limited was also represented by Alden R. Clark and Valley Motors Company Limited by G. Herbert Kitchen. The Union was represented by Jack Doherty, Vice-President, Willis White, Recording Secretary and Angus MacLeod, representing the Canadian Congress of Labour and acting as Union Counsel. Mr. MacLeod was assisted at the first meeting by Reverend J. R. Bath.

The Board asked for and was granted two extensions of time in order to obtain further information and to complete its report.

The above-named employers are engaged in the business of automobile sales and repairs. The Union is chartered by the Canadian Congress of Labour and has been certified as the bargaining representatives in the six shops; the employees excepted being as follows:—The Service Manager and Office Staff of Smith Motor Company Limited, the Office Staff of Wood Motors Limited, J. Clark & Son Limited Valley Motor Company, Limited and MacFarlane Motors Limited and the stockmen of Capital Garage.

The Board of Conciliation in the above dispute was faced with several unusual circumstances, which it is our purpose first to mention. We were dealing with six different employers who in form were negotiating as individuals, but in fact were bargaining collectively; this arrangement made the Board's task difficult, in that it was not easy to learn the attitude of each employer on any particular question.

Moreover a great deal of work had been done by the Conciliation Officer who had brought the parties to the point where an agreement had been tentatively endorsed, which the employers subsequently refused to sign; for this reason the negotiations did not take the normal procedure and there was no discussion of the proposed agreement clause by clause.

The Board takes for granted the premise that bona fide and responsible Trade Unionism is in the best interests of the public; the modern trend of legislation in democratic countries, and in particular the whole tenor and spirit of P.C. 1003 under which these proceedings were held, supporting this view. In this connection we might quote from the report of the New Brunswick Committee on Reconstruction as follows:

"The general interest of the Canadian people would be furthered were all labour to be organized into bona fide trade unions."

The Board would like it to be borne in mind that throughout the negotiations two forms of agreement were considered. One, the original agreement submitted by the

Union when negotiations were first opened is hereto attached as Appendix "A." The other agreement was that which was mutually arrived at by both parties under the leadership of the Conciliation Officer, but not signed, and is attached hereto as Appendix "B". The principal difference between these two proposed agreements is that the second form of agreement does not contain union security clauses.

At the first sitting of the Board the Union presented a brief stating their position and making appendix "A" the basis of their demands. No discussion took place at the first sitting upon the Union brief; instead the employers stated their reasons for not having signed Appendix "B". The Board felt that there was a crucial point and a great deal of time was spent at the expense of any discussion which might have taken place upon Appendix "A". The Board also believed that strictly speaking in view of the nature of the reasons given for not having signed Appendix "B" the discussion was out of order, but that if the reason existed in the minds of the employers and was hindering them from signing, and particularly in view of the fact that the employers were willing to discuss this question with the employees on a very frank and friendly basis this discussion might be of value. The reason given by the employers for not having signed Appendix "B" was that the Union did not cover the whole trade, a number of small garages and service stations, as well as two garages of some size not being affected by these negotiations, this fact, the employers pointed out, would penalize them because these other garages might be able to offer unfair competition in the future if the Union were to make undue demands for higher wages or shorter working hours.

This argument was answered by the Union representatives and in the opinion of this Board answered in a satisfactory manner. It was pointed out that competition would in no way be affected by the signing of Appendix "B" as wages and hours are governed entirely by the Wartime Labour Board. It was also suggested by the Union representatives that with the rescinding of the Wartime Labour Regulations and the revival of the Industrial Standards Act which enables the Provincial Government to set minimum wage scales for an industry as a whole, and which could be brought about by mutual goodwill and co-operation between employers and employees in the future, this type of competition would disappear.

On two occasions attempts were made by the Board to obtain a formal agreement on the basis of Appendix "B", on both these

occasions the hearing was adjourned to give the parties time to consider, and in both cases the employers refused to sign.

The Board then took under consideration the Union demands as contained in Appendix "A", supported by briefs of the Union and opposed by briefs of the employers on the subject of the Union security clauses.

Findings:

The Board is of the opinion that if any special circumstances enter into the particular case it would be, firstly, the actual strength of the Union at the present time, in that in at least two of the garages, which had originally been certified, the Union cannot now claim to have a majority of the employees as members and secondly, the matter of ex-service men seeking employment in these garages and being obliged to join the Union as a condition of employment if a Union Shop clause were inserted in the agreement.

It is the opinion of the Board that Union security clauses should ordinarily be gained gradually by a Union which has proved itself capable of responsibility and has enlisted a good majority of employees in its membership, providing that where special circumstances exist, as where an employer deliberately attempts to "break the Union" without sufficient justification, appropriate security clauses might be recommended for the protection of the Union.

In the opinion of the Board no sufficient case has been made out by the Union under either of the above heads, warranting inclusion of a Union Shop clause in the agreement.

There is some justification for the employers' stand in regard to the position of ex-service men being obliged under a Union Shop clause to join the Union as a condition of employment. However, a maintenance-of-membership clause requiring all employees who are members of the Union or who join the Union before the expiration of the agreement to maintain their membership would not in any way prejudice the rights of the returning servicemen.

Therefore, under these circumstances the Board does not recommend that a Union Shop clause be included in this agreement. The nominee of the employees on the Board, being of the opinion that the majority of new employees, mainly ex-service men who have had their outlook broadened by travel and experience, will wish to partake in the advantages and responsibilities of the Trade Union Movement, concurs with the other members of the Board with respect to the Union Shop.

As to the check-off clause, the Board feels, in view of the small size of the Union, and

the lack of any evidence showing the necessity of such clause, as well as the objection of the employees to the possible odium of reducing the "take home" pay of their employees, that this demand be dropped.

The Board is of the opinion that the signing of an agreement would require a real measure of good faith on the part of both employers and employees if in the future there is to be mutual confidence and helpfulness. This is particularly true because of the fact that the Trade Union Movement in these industries is an entirely new movement and also because both employers and employees are facing many uncertainties with the future. Therefore, if good faith is imperative and if the signing of an agreement is to be mutually advantageous the Board feels that some gesture of good-will should come from the employers so that the Union might be able to relax from its defensive attitude and undertake constructive programs which would be a benefit to all concerned.

We therefore feel, in view of the above, that the inclusion of some form of security clause in the agreement, as a gesture of good-will on the part of the employers, would redound to their own credit and ultimate benefit.

The Board recommends, therefore, that the parties sign the proposed agreement designated as Appendix "B" (which had previously been accepted by the employers and the terms of which they stated were being observed by them), and that included in this agreement should be an additional clause providing for maintenance of membership, the wording of which clause should be as follows:—

"all employees who fifteen days after the signing of this agreement are members of the Union in good standing in accordance with the Constitution and By-laws of the Union, and all employees who thereafter become members shall as a condition of employment, during the life of this agreement and for the purpose of this agreement only remain members of the Union in good standing."

We sincerely believe that the acceptance of the recommendations of this Board by the employers and the employees will be in their joint interest and that it will also serve to advance the interests of the people of the community.

All of which is respectfully submitted.
October 29, 1945.

(Sgd.) AUSTIN D. MACPHERSON,
Chairman.

(Sgd.) ARTHUR LIMERICK,
Nominee of Employers.

(Sgd.) J. CARLISLE HANSON,
Nominee of Employees.

Report of Board in Dispute between Fairfield and Son, Ltd., Winnipeg, Man., and Local 459 Amalgamated Clothing Workers of America.

On November 24, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Prof. John E. L. Graham, Winnipeg, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Mr. S. E. McLean and Mrs. Carrie Gray, both of Winnipeg, members of the Board established to deal with this case on the nomination of the employer and employees respectively.

Report of Board

The Honourable
The Minister of Labour,
Ottawa, Canada.

Sir:

The Board of Conciliation which was appointed by you and to which the above matter has been referred has the honour to report as follows:—

In your instrument establishing this Board the union is referred to as Local 459 Amalgamated Clothing Workers of America, whereas it has been brought to the attention of your Board that the correct reference is Local 360 Amalgamated Clothing Workers of America. This latter reference is used throughout this report.

The first session of your Board was held at the Legislative Buildings, Winnipeg, Manitoba, on Thursday, September 20, 1945, and subsequent sessions were held on September 21 and 24, October 1, 4, 9, 15, 16 and 24.

The employees were represented by Mr. S. Genis, Mr. N. Joseph and Mr. R. Canning; Fairfield and Sons, Ltd., were represented by Mr. H. C. Fairfield, President, and Mr. J. L. M. Thompson, Solicitor.

For the purpose of investigating the background of the above matter before hearing the parties concerned, your Board devoted a portion of its first session to hearing Mr. Thomas J. Williams, the Conciliation Officer who had previously acted in the matter. Your Board also visited the plant of Fairfield and Sons, Ltd., Little Britain, Manitoba.

The Amalgamated Clothing Workers of America was certified by the Manitoba Wartime Labour Relations Board on March 1, 1945, as the bargaining representative for the employees of Fairfield and Sons, Ltd., Little Britain, Manitoba. Upon failing to induce the Company to enter into negotiations with a view to the completion of a collective labour agreement, the Union on June 1, applied to the Manitoba Wartime Labour Relations

Board for the assistance of a Conciliation Officer. On June 8, Mr. Thomas J. Williams, the Conciliation Officer appointed in the matter, convened a meeting between the representatives of the Company and the Union to consider a proposed agreement submitted by the Union. At this meeting the Company indicated that the proposed agreement was unacceptable. Further negotiations with the assistance of the Conciliation Officer were prevented by later notification from the Company on June 14 to the effect that it did not contemplate nor would it participate in any further discussions with the Union.

In view of the circumstances under which past discussion between representatives of the Company and the Union had been terminated, your Board adopted the procedure of first hearing separately the representatives of each party.

At its initial hearing before your Board, the Union contended that its experience in attempting to enter into negotiations with the Company has demonstrated that the Company was not prepared to negotiate in good faith and make every reasonable effort to conclude a collective labour agreement as required by the Wartime Labour Relations Regulations. The response of the Company to the Union's proposed agreement submitted in the normal course of accepted collective bargaining practice consisted solely in complete and out-right rejection of the agreement. The Company, whether on its own initiative or in response to enquiry, had not offered any alternative suggestions as to the form or content of an agreement that would be acceptable to it. And the Company having once rejected the agreement proposed by the Union considered negotiations to be at an end.

In a written statement submitted to your Board, the Union stated its contention, in part, as follows:

It is the Union's contention that the Company of Fairfield and Sons, Ltd., has violated every section of 1003 dealing with the Labour Code. They have intimidated and obstructed the rights of the workers to organize and have acted in a manner very unusual in trying to work out a labour relations program involving the rights of the workers.

The Union declared that it was ready and willing to co-operate with your Board in reaching an amicable settlement with the Company, and that, if necessary, it would be prepared to accept arbitration in the matter by your Board.

The attitude and policy of the Company was expressed in the first instance by its solicitor.

tor, Mr. J. L. M. Thompson, and at a later session by its President, Mr. H. C. Fairfield.

The Company contended that although the Union may have the credentials of certification under the Wartime Labour Relations Regulations, it is not in fact representative of the employees concerned. It alleged, among other things, that the Union secured its membership among the Company's employees by means of coercion and misrepresentation.

The Company further stated that the employment by the Union of such means of securing membership, together with such other considerations as the foreign origin of the Union's parent body, and the nature of the general and particular objectives and procedures of the Union as indicated in its proposed agreement, precluded any possibility of an agreement between it and the Company. These considerations were stated to be sufficient reason for the Company's contention that the Union is not in fact representative of the employees concerned, and also that it is an organization whose nature and functions are wholly alien to the best interests of the employees of the Company.

The Company declared that in the best interests of employees and employers, whether in this or in any other similar instance, it must refuse to enter into a collective labour agreement under circumstances provoked, in its belief, by an abusive and overweening unionism. To enter into a collective agreement under such circumstances, the company suggested, would be to participate in and foster a current development in employer-employee relations which it must deplore, and which, in its view, might well contain other broader implications that it could not accept.

The policy of the Company in matters of employer-employee relations, it was stated, permitted the employees freedom to join this or any other Union of their choice, but did not permit the Company at this time to enter into a collective labour agreement with this or any other Union. This policy followed from the Company's belief that its present understanding and arrangements with its employees are quite adequate for the maintenance of harmonious and mutually beneficial employer-employee relations. It proceeded from the Company's further belief that its employer-employee relations are already sufficiently and satisfactorily guided and supervised by the Dominion and Provincial Departments of Labour. And, in this instance, such policy was reinforced by the Company's refusal to enter into a collective agreement which would, in its opinion, place the Company and its employees "under an inferior

jurisdiction originating and fixed outside of Canada." The Company would therefore refuse unconditionally to enter into a collective agreement with any union at this time. And it would dismiss as purely speculative the contemplation of any other circumstances under which it might entertain the possibility of entering into a collective labour agreement.

Its employees, however, remained free to join any union of their choice.

From the outset, your Board was confronted with the problem of discovering the terms on which negotiation with the Union would be acceptable to the Company. Each party alleged that the other had violated the conditions governing the behaviour of employers and employees with respect to union activity as prescribed in the Wartime Labour Relations Regulations. Your Board considered that under the circumstances such questions did not and could not properly come within its purview. The Union is certified by the Manitoba Wartime Labour Relations Board. Your Board had every reason to assume that the fact of certification presupposed the conditions required for certification, such conditions having been duly established, within the scope of the present Regulations, to the satisfaction of the Manitoba Wartime Labour Relations Board. In any event, while the Company claimed that the Union had been improperly certified in the first instance, it was unwilling or unable to provide any evidence before your Board to substantiate the contention.

Nevertheless, aside from other considerations presented by the Company, the reiteration of its belief that certification had been improperly secured by the Union was apparently deemed by the Company to be sufficient grounds for its categorical refusal to enter into negotiations with the Union. In this connection, your Board may perhaps be permitted to comment that in a case such as this, the present certification procedure apparently cannot give the employer sufficient assurance that a Union which has been duly certified as the bargaining agency for his employees is in fact representative of them. And in this event, an employer who finds it necessary, for other and additional reasons, to refuse to negotiate with a Union will readily become committed to an initial position which forestalls the possibility of effective conciliation.

However, having heard the Company and the Union, your Board still sought an appropriate and acceptable basis on which the Company might be induced to enter into negotiations with the Union. To this end, your Board submitted a draft agreement to both parties which it considered and hoped

could not reasonably be rejected by either party as a means for the development of negotiations. A copy of this draft agreement which was designed only to induce negotiations is appended to this Report.

Your Board then called a final session and requested the appearance of both parties to discuss the acceptability of its draft agreement as a basis for opening negotiations. At this session the Union expressed its willingness to enter into negotiations with the Company through the medium of your Board's draft agreement, and its readiness to seek a settlement of whatever reservations the Union and the Company might have with respect to its specific content. The non-appearance of the Company and the contents of its solicitor's letter of comment upon your Board's draft agreement is considered by your Board to be conclusive testimony to the imperviousness of the Company to this or any other attempt by your Board to induce it to negotiate with the Union. The Company's solicitor stated in his letter (which is appended to this Report) that "... nothing your Board can do or say can induce my principals or me to approve of any agreement with such promoters."

Your Board therefore regrets to report that the adamant attitude of the Company has made it impossible for your Board to bring about negotiations between Fairfield and Sons, Ltd., and the Amalgamated Clothing Workers of America, Local 360, Winnipeg, Manitoba.

After giving careful consideration to the argument of the Company to justify its refusal to enter into negotiations with the Union, your Board finds that the Company has completely failed to comply with the letter or the spirit of that part of The Wartime Labour Relations Regulations which provides that "The parties shall negotiate in good faith with one another and make every reasonable effort to conclude a collective agreement."

The whole respectfully submitted.
Winnipeg, 16th November, 1945.

(Sgd.) JOHN E. L. GRAHAM,
Chairman.

(Sgd.) (Mrs.) CARRIE GRAY,
Member.

(Sgd.) S. E. McLEAN,
Member.

Report of Board in Dispute between Walker Metal Products, Limited, Windsor, Ont., and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO)

On November 9, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge Ian M. Macdonell, Toronto, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Alan Adamson of Port Hope, Ont., and Bruce E. Clouse of Kingsville, Ont., appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL, M.P., Minister of Labour,
Ottawa, Ont.

SIR:

The Board of Conciliation appointed by you to deal with the above dispute has completed its sittings, and now submits its report.

Representatives of the parties were heard at sittings in Windsor held on the 24th of September. The Union was represented by Mr. Drummond Wren, Educational Director; Mr. E. Parent, International Representative; Mr. W. J. Blackburn, Plant Chairman, and Mr. M. C. Dennis, Committee man, Mr. G. C.

Richards appeared as Counsel for the Company, which was also represented by Mr. H. J. Miller, Plant Superintendent, and Mr. V. A. Redmond, Personnel Manager.

Only two matters were dealt with in representations made to the Board.

In the first place, the Union objected to the arbitration clause contained in the agreement, and suggested that it should provide for one arbitrator, to be appointed by the Minister of Labour. The present clause provides for a Board of three arbitrators chosen in the usual manner.

The Board cannot see any real objection to the present clause, which is one often found in agreements, and therefore does not recommend a change. It is pointed out, however, that a Board of three arbitrators often proves cumbersome and is expensive. A satisfactory clause, which is contained in many labour agreements, provides for a panel of single arbitrators to serve in rotation, the names on the panel having been agreed upon by the parties. It is suggested that the parties here give serious consideration to the adoption of such a clause.

The other question dealt with was that of Union Security. An agreement between the

parties was first signed on the 1st May, 1943, and was renewed with slight modifications on the 1st May, 1944. There are 481 employees subject to the agreement. The Union has been active in the plant since 1937. At a vote conducted on the 25th May, 1943, under the auspices of the Department of Labour, 76% of the employees favoured the Union. There was a strike in which the Union was unsuccessful in 1937, respecting wages and conditions of work. The Union contends that they have at least 75% membership in the Union, and that Union shop with Check-off should be put into effect. The Company objects to any form of Union Security on principle, maintaining that it is not fair to the employees; they also contend that the Board is without jurisdiction to recommend any form of Union Security because of the provisions of P.C. 1003.

The question of jurisdiction has many times been dealt with by Boards, and the views of the Chairman are contained in a report of the Board in the dispute of Ontario Steel Products Limited (Oshawa) reported in the *LABOUR GAZETTE*, March, 1945, page 335, of which Board he was also Chairman. For the reasons there stated, the Board does not feel that this contention of the Company should be upheld.

There is no doubt that an overwhelming number of the employees desire some form of Union Security, and in the interests of harmonious labour relations, the Board feels that recognition must be given to this view. Regard must also be had, however, to the fact that the agreement constituting the Union sole bargaining agent has not been in force in the plant very long and it is felt the interests of employees who have not yet joined the Union should be protected. The Board considers that the interests of the employees would be adequately protected by a maintenance-of-membership-clause requiring that all employees now members of the Union, or those who should join in the future, should be required as a condition of their employment to continue their union membership in the union for the duration of the agreement. It does not feel that this will interfere with the freedom of any employee, or see how it can adversely affect the interests of the company.

In the sincere hope that it should be acceptable to both parties, the Board recommends the insertion of an appropriate clause in the agreement.

All of which is respectfully submitted.

Dated this 29th day of October, 1945.

(Sgd.) I. M. MACDONELL,

Chairman.

(sgd.) ALAN H. ADAMSON,

Employees' nominee

Minority Report

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ontario.

Dear Sir: I have had an opportunity of reading the majority report submitted in this matter dated October 29, 1945. As stated in the majority report the two matters dealt with in representations made to the Board were firstly in connection with a change in the arbitration clause as requested by the union and secondly so called "Union Security" as requested by the union.

In regard to the suggested change in the arbitration clause, I agree with the suggestion as set out in the majority report.

In regard to the recommendation that a "maintenance-of-membership" clause be inserted in the agreement I do not agree.

The arguments for and against the so called "Union Security" clauses were pretty much the usual arguments and I will not go into the same in this report as they are well known.

The jurisdiction of the board in connection with questions of "Union Security" was questioned by the counsel for the company and after careful consideration I believe that this argument is correct. I feel that to give the phrase "working conditions" the wide meaning attributed to it by my colleagues of this board is to disregard one of the broad principles underlying P.C. 1003, namely the right of freedom of organization by employees. Section 9 of P.C. 1003 provides that "at any time after the expiry of ten months of collective agreement whether entered into before or after the effective date of these regulations, the employees may elect new bargaining representatives in the manner provided in Section 5," obviously, a collective agreement containing a "maintenance-of-membership" provision would make it very difficult for the employees to take advantage of Section 9. They would not be "free to organize" for the election or appointment of new bargaining representatives during the currency of such a collective agreement as they would be running a very serious risk of discipline by the union holding the primary contract and as a result of which discipline they might be deprived of the very employment which the agreement was supposedly designed to protect. Section 19 (2) expressly prohibits an employer from imposing "any condition in the contract of employment seeking to restrain an employee from exercising his rights under the regulations." There is no doubt in my mind that the inclusion of a "maintenance-of-membership" provision does so operate as to restrain employees from freely exercising the rights given to them under Section 9. For the reasons above men-

tioned my conclusion is that "maintenance of membership" is not a matter in respect of which an employer is obliged to negotiate in good faith for the purpose of concluding a collective agreement as defined by Section 2(1) (d) of P.C. 1003 and that this board has no power or duty to make any recommendation respecting the same.

Apart however from the question of jurisdiction I feel that, on the merits, a "maintenance-of-membership" clause is not to be recommended. The union submitted that it wished "union security" to maintain its strength, however, there was no evidence whatever submitted by the union that it was losing its membership or that since the negotiation of the first agreement in May, 1943, its members had shown any inclination to withdraw from membership, so that I feel that this disproves the union's submission in that regard. It is also admitted that there has been no evidence of hostility on the part of the company but that, on the contrary, the best of relations have prevailed. For this reason also I feel that a "maintenance-of-membership" clause is not necessary.

While the union submits that the "maintenance-of-membership" clause would not work any hardship on the employees, I feel that many circumstances could arise which would put both the company and some of its employees in difficult positions. Without suggesting that there is any evidence that such possibilities would occur in the case of this union and this company it must be recognized that, in considering the proposal for a "maintenance-of-membership" clause, all the possibilities that can arise must be considered, particularly in the Windsor area where this

local of this union takes an active part in politics. A valued employee of the company may, due to a disagreement with the union over some personal matter, be expelled by the union. The company must thereupon terminate his employment, regardless of his value to the company. The union policy or constitution might undergo a radical change and the member might find himself in complete disagreement with its new policy. If he resigns in protest or because the policy of the union has changed from what it was when he joined it, he must be discharged by the company in spite of his years of faithful service. These are but a few illustrations of the position in which a company could be placed by the inclusion of the proposed "maintenance-of-membership" clause.

This union has not yet shown that it will assume the responsibility for its conduct which of necessity must be coupled with the privileges which it seeks; in particular, on the date hereof its representatives in the company's plant are engaging in an unlawful strike, a strike which is a flagrant violation of Section 21 of the Wartime Labour Relations Regulations P.C. 1003 and a flagrant violation of Section 13 of the collective bargaining agreement now in effect between the company and the union.

For all of the foregoing reasons I submit that the "maintenance-of-membership" clause should not be included in this agreement.

All of which is respectfully submitted.

Dated at Kingsville, Ontario, this Fifth day of November, 1945.

(Sgd.) BRUCE A. E. CLOUSE,
Member of the Board.

Report of Board in Dispute between Dominion Forge and Stamping Co., Ltd., Windsor, Ont., and Local 195, Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO)

On November 9, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge Ian M. Macdonell, Toronto, Chairman, appointed by the Minister in the absence of a recommendation from the other two members of the Board, Messrs. Alan Adamson of Port Hope, Ont., and Bruce E. Clouse of Kingsville, Ont., appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

Sir: The Board of Conciliation appointed by you has investigated this dispute, and now submits its report.

Representatives of the parties were heard at sittings in Windsor, held on the 24th of September. The Union was represented by Mr. Drummond Wren, Educational Director; Mr. E. Parent, International Representative; Mr. David Orloph, Chairman, and Messrs. A. Beck and A. Sterl, members of the Negotiating Committee. Mr. G. P. Dickson appeared as Counsel for the Company, which was also represented by Mr. G. W. Hubbard, Superintendent; Mr. G. A. Ham, Assistant Superintendent, and Mr. G. A. Keuchenmeister, Personnel Manager.

Three questions were dealt with in the representations made to the Board, namely:

- (1) Veterans' seniority;
 - (2) Scope of arbitration provisions;
 - (3) Union Security;
- which may be dealt with separately.

(1) VETERANS' SENIORITY

The labour agreements now in effect deals adequately, in Clause 14, with the status of employees who have served in the armed forces. The Union suggests that this clause should be enlarged to give seniority to any man who has served in the armed forces who may become employed by the Company. The Union's reasons for this is that they desire to have uniformity with other labour agreements. The Board recognizes the motive of the Union in this attitude is entirely unselfish. However, the Company stated that it would naturally give preference in all its dealing to returned men, and the Board accepts this assurance, and therefore does not recommend any change in the existing agreement.

(2) SCOPE OF ARBITRATION PROVISIONS

Clause 7 of the agreement provides for arbitration of "a dispute concerning the interpretation of this agreement or a violation thereof." There is a difference of opinion as to the meaning of this clause, and it is contended that it should be altered so that it would be clear that arbitration would apply to all matters ordinarily arising by way of grievance procedure. The Union also contends that Clauses 3 and 7 (a), which deal with the reservations to management, are too broad, and desires that these should be deleted from the agreement. The Company contends that any broadening of Clause 7 (d) would transfer to arbitration certain matters which must necessarily be reserved to management, and would result in usurpation of the functions of management.

The Board is of opinion that Clauses 3 and 7 (a) should be retained in the agreement and that these clauses adequately protect the functions of management, and it does not feel that any intelligent arbitrator in a fair interpretation of the agreement would deal with questions such as policy, which are functions of management. It is recommended that Clause 7 (d) be broadened to make clear that the arbitration clause should apply to all disputes originating from grievance procedure provided for in the agreement.

(3) UNION SECURITY

A labour agreement was first signed on the 10th of May, 1943, after a voluntary vote

resulted in 65% of the employees voting for the Union. This agreement was renewed with slight changes in 1944. About a year ago there was an unauthorized strike for two days caused by a dispute with regard to the grievance procedure. There is no doubt that a substantial majority of the employees in the group are members of the Union, and are strongly in favour of some form of union security. The attitude of the Company is that it disagrees with any form of Union Security on principle. Mr. Adamson, a member of the Board, feels that the Union has made out a good case for a Maintenance of Membership Clause. The Chairman agrees that some form of Union Security should be granted in view of the wishes of the employees, but feels that regard must be had to the fact that the Union has been active in the plant a comparatively short time, and that there was an unauthorized strike a year ago. He also considers that regard should be had to the views of the management, but considers that if a mild form of Union Security could be tried out by the management that this might well result in increased confidence and improved relations in the future.

In the interests of unanimity and the sincere hope that it may be acceptable, the Board recommends that the following clause be inserted in the agreement:

Upon presentation of proper authorization from the employee, the Company agrees to deduct one dollar each month from his earnings as Union dues, during the duration of this agreement, such monies to be remitted monthly to the Financial Secretary of the Local Union.

The Counsel for the Company also contended that the board is without jurisdiction to recommend any form of Union Security because of the provisions of P.C. 1003. The question of jurisdiction has many times been dealt with by Boards, and the views of the Chairman are contained in a report of the Board in the dispute of Ontario Steel Products Limited (Oshawa) reported in the *LABOUR GAZETTE*, March 1945, page 335. For the reasons there stated, the Board does not feel that this contention of the Company should be upheld.

All of which is respectfully submitted.

Dated this 29th day of October, 1945.

(Sgd.) I. M. MACDONELL,
Chairman.

(Sgd.) ALAN H. ADAMSON,
Employees' Nominee.

Minority Report

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Canada.

SIR:

I have received, within the past week, a copy of the majority report, already filed.

With the preliminary statement of facts I agree.

I concur in the recommendation as to disposition of item (1) Veterans' Seniority.

I disagree however with the recommendation in the majority report in regard to items (2) and (3).

(2) SCOPE OF ARBITRATION PROVISIONS

As a result of an application launched by the Union under Section 18 (2) of P.C. 1003 for establishment of an appropriate procedure for settlement of disputes, the Wartime Labour Relations Board (National), by its decision dated September 28, 1944, established such a procedure in the case of this Company. The procedure so established was subsequently accepted by the Union, and, upon its consent, incorporated in the collective agreement as clause 7 (d) thereof, less than a year before the date of our hearing. By reason of those facts alone, I think clause 7 (d) should not now again be amended. Furthermore, clause 7 (d) now provides a satisfactory basis for disposition of practically all disputes. Extension of that clause, as now proposed by my colleagues, would require an umpire, ordinarily inexperienced in business, to determine what disputes were excluded from his jurisdiction by virtue of the 'management reservation clauses (3 and 7 (a)) of the agreement. In the final analysis such umpire would be required to ascertain what are properly functions of management. I think that the proposed extension is not necessary and is not desirable in the circumstances. My view is strengthened by the fact that Section 18 of P.C. 1003 clearly reflects the recognition by its framers of the necessity for restricting the types of disputes which may properly be left to the decision of a third party.

(3) *Union Security*

Mr. Dickson, for the Company, has objected to the jurisdiction of this Board to make recommendations with respect to inclusion in the agreement of so-called "union security" provisions, and referred particularly to the provisions of Sections 9, 19(2) and 20(1) of P.C. 1003. For reasons indicated at length in my report in the Walker Metal Products case (heard by this Board immediately before this case), I think the objection to jurisdiction is

well founded and should be maintained. The majority report in the present case adopts on this point report in the Ontario Steel Products case (LABOUR GAZETTE, March 1945, page 335) referred to by the Chairman. In the last mentioned case the possibility of such lack of jurisdiction is clearly recognized. In my opinion the principle is well established that any public authority must be careful to restrict the exercise of its power to matters clearly within its jurisdiction.

However, since my colleagues have seen fit to recommend provision in the agreement for deduction from payroll and remission to the Union of certain monies I feel obliged to state that the burden of collection of union dues is a responsibility of the Union and one which should not be imposed upon the Company. In any event, I think acceptance by the Company of the recommended "check-off" provision would not tend to promote greater harmony with its employees. I am further opposed to "check-off" or any other form of union security in this case for reasons briefly stated as follows:

(1) The experience in collective bargaining between the Company and this Union extends back only about two years prior to request for intervention, culminating in the appointment of this Board.

(2) In August, 1944, the Union sponsored an unlawful strike which occurred in the Company's plant, which strike was also in breach of the union's "no strike" clause (Section 13) of the collective agreement.

(3) On or about 6th September, 1945, during the period between the appointment of this Board and its first sittings, the Union conducted a vote of the employees of the Company for immediate strike action to enforce demands for union security. Such action indicates that the Union had determined a course of action in advance, regardless of what recommendations this Board might make.

(4) There has been no suggestion that the Company has in any way endeavoured to prevent the organization or representation by the Union of its employees. Accordingly, there is no reason for the union to fear an antagonistic attitude from the Company.

(5) The Union is not under any adequate governmental regulation or supervision; nor is it, or its officers, subject to any effective control; nor is there in existence any effective device whereby the Union can be required to accept responsibility for its actions, and be required to discharge the obligations which it has assumed.

(6) The Union has not yet demonstrated that it will assume the responsibility for its conduct which of necessity must be coupled with the privileges which it seeks. In particular, on the date hereof it has sponsored, and its representatives in the Company's plant are again engaging in an unlawful strike which also again is in contravention of the Union's obligations assumed by it under the present collective agreement.

For the foregoing reasons I submit that "Union Security" privileges should not be recommended.

There is an additional important reason why I think no change in the basis of union security should be made particularly at this time. There are in excess of one hundred employees of the company in the Armed Forces. The employment in the unit at the date of the hearing was approximately three hundred and fifty to three hundred and seventy-five employees. The corresponding pre-war average (1938 and 1939) was slightly in excess of two

hundred. It is obvious, therefore, that the employees being reinstated from the Armed Forces would represent a very substantial proportion of the probable peace time employment in the unit. Since there was no provision for any kind of union security at the time these employees entered the Armed Forces I think no change in that basis should be made, certainly, at least, during the period in the immediate future, which will be of short duration, while the employees in the Armed Forces are being actually reinstated in employment with the Company. To do otherwise would appear to deprive them of an opportunity of expressing their desires in that connection and this I can see no justification for.

All of which is respectfully submitted.

Dated at Kingsville, Ontario, November 5, 1945.

(Sgd.) BRUCE A. E. CLOUSE,
Member of the Board.

Report of Board in Dispute between Pioneer Gold Mines of B.C., Limited, and Pioneer Miners' Union, Local 693, Pioneer, B.C.

On November 30, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Mr. J. N. Finlayson, Vancouver, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. R. L. Norman and Malcolm MacLeod, also of Vancouver, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable HUMPHREY MITCHELL,
Minister of Labour, Ottawa, Canada.

The Board of Conciliation appointed pursuant to the said Wartime Labour Regulations on the 28th day of August, 1945, respectfully reports as follows:

The life of the Board was extended by agreement for a sufficient period to enable representations to be made and this report prepared.

Several sessions of the Board were held at which both the employees and the company were given every opportunity to present their respective views in relation to the disagreement existing between them. The employees called several witnesses to support their arguments in the case.

After hearing all the evidence and argument submitted by both parties to the dispute, and having made every possible effort to effect a conciliation between the parties, we the undersigned submit the following recommendations:

That an Agreement should be arranged between the company and the employees involved in this dispute on the basis of the proposed Agreement submitted by the union, with the following deletions and changes:

1. Section (b) of Article X (union maintenance) should be deleted from the Agreement.

2. Article IV (Seniority) as it is written into the proposed Agreement should be deleted entirely and the following submitted therefor:

In job transfers, lay-offs or rehiring after layoffs, the following factors shall govern:

(a) Ability, training and dependability.

(b) Length of continuous service with the company.

If, in the opinion of the company, factor (a) above is to all intents and purposes equal as between two or more employees, the length of continuous service with the company shall govern. It is understood and agreed that engineers or students are exempted from the provisions of this clause and that the company is at liberty to hire such personnel in any capacity and to move them from job to job without regard to seniority.

3. Article VIII (Check-off) should be deleted entirely from the Agreement.

Dated at Vancouver this 22nd day of November, A.D. 1945.

(Sgd.) J. W. FINLAYSON,
Chairman.

(Sgd.) R. L. NORMAN,
Member.

Minority Report

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

After hearing all the evidence submitted to the Board from both the union and company representatives, and having given the fullest discussion to this evidence by the members of the Board, I find myself unable to agree with the majority of the Board in all of the three matters which were placed before us for our consideration, namely, seniority, check-off and maintenance of membership.

Only on one of these points was there any measure of agreement, that is, on seniority. The clause submitted by the union is very simple in form. It applies to layoffs and rehiring. It is calculated to prevent discrimination, and since this is the only company in the industry that has made an issue of this particular clause, I am quite convinced that the company presents no valid objections and the actual wording of the clause in common practice with other companies where the union has contractual relations should be included in any agreement with this company.

Since all the members of the Board were to a large degree agreed upon some form of seniority and since I cannot subscribe to a full report in company with the majority of the Board, it is my hope that a satisfactory seniority clause will be included in the majority report.

I want to state quite definitely that the other two clauses asked for by the union, check-off and maintenance, in my opinion have the fullest support of the men at the mine. The union was certified as the bargaining representative a year ago last April. Over 95 per cent of the men are union members. There was not one dissenting voice in the union in regard to the check-off or maintenance, and when a petition was circularized only six men in the mine did not sign. There are check-off arrangements on fuel, rent, lights, doctors, bonds, Community Club, etc. No matter how much argument is given to the contrary, the entire community will regard the company's refusal to check off union dues on a voluntary basis as outright discrimination against the union. Next to the company itself, the union is the most important organization in the community. Continued refusal on the part of the company cannot lead to the betterment of relationship between the company and its employees.

On the question of maintenance of membership, it should be pointed out that all mem-

bers who are now members have become so of their own free will and those who may become members will also do so of their own free will. All that the union is asking, therefore, is that these members live up to the contract they have signed and remain members as a condition of their continued employment.

The union has several agreements with various mining companies in the province, including all of these clauses under dispute with the Pioneer Company. Some of these agreements have been renewed the second and third time and there is no cause for complaint.

The main reasons put forth by the company in refusing to sign an agreement with these three disputed clauses included are that the union is new and the company has no experience with the union; and that the union should be contented to go along as it is and provide an opportunity to satisfy the company that they can work together. This is a flimsy excuse since the men the company is dealing with are old-time miners, many of them have been in the employ of the company for many years. The company has worked on and off with the union for many years. The union has been certified for 18 months and has continually negotiated with the company on these clauses almost all of that time. The company knows full well that the men are with the union almost 100 per cent. They know the system of check-off has been tried and proven in all of these other community phases. The testing ground has been long gone over. There is no further proof necessary. It is my opinion that they are deliberately keeping the union at arm's length and are plainly showing that they don't want to recognize the union any more than they are legally obliged to.

It is because of this that I have taken serious objection with the majority of the members of the Board. I believe they have taken this completely unfounded suspicion of the company and championed it as fundamental. The majority members contend that it would do no harm for them to go along for another year and the company then will in all probability give it serious consideration again. And further that the union members should prove themselves. It is my contention that the company is unwilling to give the conditions asked for to the union even on probation. It seems to me they are afraid that the union can prove itself as it has done in other mines. It further seems ridiculous that the check-off needs any further proving.

On the question of maintenance of membership, they want to show the employees that they don't favour the union at all and that they wish to remain an open shop company.

This union agreement is considered to run for one year. The clauses asked for are supposed to be very contentious. The union has consistently asked for them for nearly a year before the Board ever sat in an attempt to conciliate the two parties. If any proving is necessary, the union is quite willing to do this, but the clauses must become effective in order that the union may prove to the company that their suspicions are unfounded and that an agreement on them will better the labour-management relations at the mine and in the whole community.

In conclusion, it is my opinion that the union would be completely justified in taking whatever steps it thinks necessary to convince the company that its demands are reasonable and are only in line with the general requests of organized labour in the matter of

union security. As a matter of fact, this union, which has a splendid war record, is asking for something less from this management in the matter of union security than the usual run of unions in this province. This union has long experience with the arbitrary rule in company towns. This point was ably shown in the presentation of the union's representative, Mr. Harvey Murphy, and I believe his evidence to be true. He contends that in many mining towns and districts, democracy often begins with the unions. I have personal experience in this connection and feel most strongly sympathetic with the union members in their continued struggle to obtain the just conditions asked for at this time.

Respectfully submitted,

(Sgd.) MALCOLM MACLEOD,

Member

Report of Board in Dispute between Canadian Liquid Air Co., Ltd., Vancouver, B.C., and Local No. 1, Boilermakers and Iron Shipbuilders of Canada

On November 5 the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Mr. J. Edwin Eades, Vancouver, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. R. L. Norman and Lawrence Anderson, also of Vancouver, appointed on the nomination of the employer and employees respectively.

Report of Board

To The Honourable The Minister of Labour,
Ottawa, Ontario.

The Board comprised of James Edwin Eades, Chairman, R. L. Norman, Employers' Nominee, and Lawrence Anderson, Employees' Nominee, was appointed by Order of the Minister of Labour under Sec. 13 (1) of P.C. 1003 under date of May 16, 1945.

A preliminary meeting of the Board was held on the 25th day of May 1945, members were duly sworn, the procedure to be followed was discussed and agreed upon and June 7th and the Board at the Hall Building, 789 West Pender Street, Vancouver, B.C., was fixed as the time and place for the first sittings, notice to be given to the parties by the Chairman.

The Board sat on June 7th in pursuance of appointment and Mr. W. L. White and Mr. C. W. Caron, duly appointed bargaining representatives, appeared on behalf of the employees and Mr. W. S. Owen, K.C., appeared with Mr. F. Caplette and Mr. F. R. Adams on behalf of the employer.

The order appointing the Board was filed as Exhibit 1, the Order of the Honourable the Minister of Labour dated the said date appointing Mr. Eades was filed as Exhibit 2, the Order dated the said date appointing Mr. Lawrence Anderson was filed as Exhibit 3 and the Order appointing Mr. Norman dated the said date was filed as Exhibit 4. The agreement proposed by the employees was filed as Exhibit 5 and subsequent exhibits amounting in all to fourteen were subsequently filed by one or other of the parties.

At the said appointed meeting the statement of the matters in dispute was discussed and filed and a brief was submitted on behalf of the employees. Discussion ensued thereon and the sittings adjourned to June 12th. On June 12th and again on June 14th the various clauses in the agreement proposed by the employees were discussed with and by the parties. During the latter sitting it became evident with reference to two articles of the agreement that the matters therein had been referred for decision to the Regional War Labour Board and were under appeal awaiting the decision of the National War Labour Board and the parties agreed that further conciliation proceedings should be adjourned until this decision was made known.

The next sitting was held on August 13th following the decision of the National War Labour Board and the disputed clauses were again and at length reviewed and progress made. Further discussion took place on August 14th and again on August 22nd. It was agreed by the parties at the suggestion of the Board that progress might be further

made if a meeting between the parties was arranged and Wednesday the 29th was agreed upon as a satisfactory time for their conference. The Board then adjourned to September 1st on the understanding that if the parties agreed that sufficient progress was being made they might require a longer adjournment.

On September 6th the Board reconvened at the request of the parties only to find that while a meeting had taken place as arranged no discussion of the matters in issue had taken place and no progress made. Mr. Owen then submitted a brief on behalf of the employer and following discussion the bargaining representatives requested time to reply. September 12th was agreed upon as the most suitable time for the next sittings.

At the sittings on September 12th the employees called a witness on one point which had been left in abeyance by arrangement and filed a reply to the employers' brief dealing with same and with new matters and stated that it was proposed to call further witnesses to deal with matters that had arisen since the last sitting. A witness was then examined, cross-examined and re-examined who inter alia made serious allegations against the general manager of the Company and it was stated by the bargaining agents that charges under P.C. 1003 were immediately to be laid against the Company and that further witnesses would be called to further substantiate the evidence already adduced.

It was found impossible to proceed further on this day and as the general manager of the Company, relying on the completion of the hearings on this day, had made arrangements to leave the city for important work and counsel for the Company refused to go on in his absence in view of the present and proposed evidence and the necessity of answering same, the parties were asked to agree to extend the life of the Board beyond the date of September 30th already agreed upon. There was much acrimonious discussion and the Union refused to agree to any substantial delay, the sittings were adjourned *sine die* and the Honourable the Minister of Labour requested to extend the time.

The Minister, by letter received by the Chairman September 27th, refused to further prolong the life of the Board without the consent of both parties. The parties were consulted as to their wishes and counsel for the Company stated that in view of the pending charges the Company would not presently conciliate with or sign any agreement with the Union. The bargaining agents on their part refused to agree to any extension of time and requested the Board to make its report forthwith.

All the members of the Board are in agreement that the conciliation proceedings have been carried on without either party demonstrating a conciliatory spirit and, despite earnest and lengthy efforts to cause the parties to reach an agreement, only partial progress was made.

Article 1, Sections 2 and 3.—No possibility of agreement in respect of these sections was even remotely suggested.

Article 2.—The Bargaining representatives consented to delete Sections 1 and 2 and the Company approved Section 3 with the addition of the words "to be" before the word "work".

The Company approved Section 3 leaving Section 4 in dispute.

Article 3.—The Company refused to approve Section 3 of this Article and the evidence called was incomplete and inconclusive.

Article 6.—In respect of Section 1 the Company would agree insofar as four of the holidays were concerned and this was unacceptable to the Union.

Section 2 was changed to read "the 24-hour period for these holidays will start at 12:01 a.m. to terminate at 12 o'clock p.m. on the same days. Therefore any employees working during these hours will be paid double time." This was agreed upon.

Sections 3, 4 and 5 of this Article still remain in dispute.

Article 8.—Section 1 of this Article was agreed upon in its entirety with the exception that in the paragraph called "thirdly" twenty days was substituted for two weeks.

Section 2 was in dispute.

Article 9.—This Article was agreed upon save that the Company required the notice periods to be ten days and, while the Union would agree to ten days for the notice of appointment of an arbitrator, the period of five days for the selection of a third arbitrator was deemed sufficiently long and both parties remained adamant on their stand.

Article 10.—Not agreed upon.

As previously stated the employer refuses under the conditions that are presently existing to execute any agreement and the Board does not consider that the signing of such an emasculated document as previously agreed upon should be recommended and, having in mind all the circumstances, the power that is given to the Board under the regulations and the incomplete evidence and incomplete submissions, the Board does not find itself in a position to make further findings or recommendations.

All the members of the Board are in agreement in respect of the matters above stated and Mr. Lawrence Anderson submits herewith a supplementary minority report.

Dated at Vancouver, B.C., the 29th day of September, A.D. 1945.

All of which is respectively submitted.

(Sgd.) J. E. EADES,
Chairman.

(Sgd.) R. L. NORMAN,
Member.

(Sgd.) L. ANDERSON,
Member.

Minority Report

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

Mr. R. L. Norman and myself as nominees to a Board of Conciliation as per above, agreed on the selection of Mr. J. E. Eades as Chairman and I wish to take this opportunity in commending the Chairman for his persistent efforts to bring about an agreement between the parties and for his sympathetic understanding of the needs and desires of labour.

While attaching my signature to the report of the Board, thereby making the report unanimous, I find it necessary to make a supplementary minority report. Like most unanimous reports of such Boards, the report of this Board hues strictly to the course of neutrality. This in my opinion seriously limits the report of the Board, tending to nullify its conclusiveness. I therefore submit the following independent observations and findings.

1. I agree with the main contention of the Board's report, that the parties were so far apart on so many points in negotiations for a collective agreement that under the circumstances, it becomes not only difficult to make a recommendation, but almost meaningless in so far as the eventual benefit that it may serve. This condition in my opinion, also narrowed the prospect for a recommendation that would have any significance.

Further to this however, there is the fact that recommendations no matter how good they may be, carry little weight in so far as the employer is concerned since he is not obliged in any way by P.C. 1003 to be governed by such recommendations. Board recommendations under such circumstances have little more than a moral effect if the employer chooses to treat the matter in that light. On the basis of my observations in the course of the hearings of the Board, I may state that it is my opinion that no recommendation would have any bearing with the Canadian Liquid Air Company Limited unless it was based on terms dictated in their own offices.

2. To report only that the parties were extremely far apart and that agreement could not be reached on numerous points leaves much unsaid. I propose therefore under two main headings, to report on the nature of these disagreements.

(a)

HOURS OF WORK AND OVERTIME

The union asked that all time worked over the regular shift be paid for at the rate of time and one-half for the first four hours and double time thereafter. This is a reasonable request and conforms with general practices in B.C. industry. The company on the other hand, insists that overtime rates will only be paid AFTER an employee has worked forty-eight hours in the week. In other words, if an employee was to work ten or twelve hours in the course of one day, he would not receive time and one-half for the extra hours over the regular shift UNLESS he had worked six full shifts in that given week. The company is adamant on this point claiming that it induces (read forces) the employees to work a full week without loss of time during week days. I maintain that such an approach is primitive and coercive, and comparable to a system of fines and levies on the wages of workmen long since fought against and discarded. The practice of the company in this case is tantamount to a fine. For example, if an employee works two hours overtime (which as a matter of fact is customary in this plant) he (or she) is credited with three hours pay based on overtime at time and a half. If, however, the employee only works forty-six hours (or less) in the course of the week, the extra hour which he HAS EARNED is taken from him.

It must be remembered too that the company's plant operates twenty-four hours per day, seven days a week. The Company was opposed to granting any compensation for night work and work on Sundays and Statutory holidays except three, for which double time would be paid.

Realizing that the union had made an application to the Regional War Labour Board and later, to the National War Labour Board re bonus hours for night work which had been rejected, and feeling that there may be a possibility of a compromise upon which both parties could agree, I took it upon myself as a member of the Board to submit a proposal to the spokesman for the company, W. S. Owen. In drafting the proposal I felt that standard overtime conditions should be provided for and if it was a matter of inducing employees to work regularly without loss of time, this should be done by means of bonuses

rather than fines. In making the proposal I felt that if an agreement could be reached on these points followed by a joint application to the Boards, that the way would be clear for further conciliation and agreement on other points. For your information I submit herewith a copy of the proposal together with the reply which I received from Mr. W. S. Owen.

*Proposed Amendments to Union Agreement
With Canadian Liquid Air Company*

The twenty-four hour day shall be divided into three shifts of eight hours each inclusive of the lunch period, the day shift to be known as the first shift. Six consecutive shifts of eight hours per day shall constitute a week's work and workmen shall be allowed the seventh shift as their "day off", and if required to work on the seventh shift will be paid double time.

Should any workmen be required to work after the established finishing time of any shift overtime will be paid at the rate of time and one-half for the first four hours and double time thereafter.

The management will make every effort to rotate the "day off". The shifts for all employees will be rotated every two weeks. As compensation for working the second and third shifts the management agrees to pay employees on the second shift wages plus 5% and employees on the third shift wages plus 10%. A bonus of two hours will be paid to all employees who work six full shifts in each week.

LETTER IN REPLY

September 8, 1945.

LAWRENCE ANDERSON, Esq.,
Boilermakers' Hall,
339 West Pender Street,
Vancouver, B.C.

DEAR LAWRENCE: I have discussed with the Company representatives the draft amendments proposed by you, copy of which was handed to me on the 5th instant.

The Company is not in a position to agree to change the basis of its shift work and overtime pay with respect to the Vancouver plant for the reasons indicated in my argument presented to the Board on the 5th instant. The main difficulty is that the Vancouver plant is a small one in normal times and the procedure here must be consistent with that followed in other plants of the same Company.

Yours very truly,

(Sgd.) W. S. OWEN.

Unfortunately the Board was unauthorized and powerless to deal with such important matters, including wage rates, which arose in negotiations between the union and the company. I may make the observation that these restrictions in P.C. 1003 because of the wages control order, seriously hinders the work of Boards on matters of primary importance arising from negotiations for the consummation of a collective agreement.

As cited in the board's report, no headway of any consequence was made in reaching agreement on other matters pertaining to working conditions.

(b) UNION STATUS AND COLLECTIVE BARGAINING

The company insisted in its argumentations and written submission on the open shop as opposed to the union's efforts to obtain union shop provisions in the agreement. While proposing that the union shop was the form of union security most desired the union's argument was based on the principle of union security as such. On the other hand, the company's argument was likewise opposed to any form of union security provisions. Since the efforts of the Board were protracted over a long period of time as outlined in the Board's report, it so happened that other factors entered into the picture at the time that union security matters were under consideration. Nothing could be concluded on these points because of the aggravated situation that developed. The union found it necessary to lay charges against the company for violations to P.C. 1003 and the life of our Board expired simultaneously with such developments. While the litigations between the union and the company do not immediately concern the Board, evidence was given before the Board supporting the union's contention of the hostile attitude of the Company. In this respect I wish to quote from the transcript dated September 12, 1945, Page 127, during examination of A. Caron, witness, by W. L. White, representing the union:

Mr. W. L. White:—Question: Why were you laid off?

Mr. A. Caron:—Answer: Well, as far as I can understand, because I was a member of the Union.

Mr. W. L. White:—Question: What would cause you to draw that conclusion?

Mr. A. Caron:—Answer: Well, I was a shop steward there last winter and we were negotiating an agreement and after we had the last meeting I had a conversation with Mr. Caplette and he asked me if I was going to withdraw from the Union or was I going to stay with it and I told him I was going to stay with it. I was out better than two weeks in the hospital and when I came back to work Mr. Caplette came in and asked me if I was still a member of the Union, and he asked me if I was a shop steward and I said, "Not anymore", and he said he was going to stay in Vancouver until he broke up this Union, he didn't care how long it took him, that he was going to run this plant in Vancouver like all his plants back East.

It was obvious that under such circumstances no agreement could be reached and

the Board itself found extreme difficulty in making any recommendations pertaining to union security measures. I therefore decline to make such recommendations in the minority report for the above-stated reasons.

3. When, therefore, a Conciliation Board is instructed under P.C. 1003 Subsection 2, to "endeavour to effect an agreement between the parties on the matters on which they have not agreed, and in any event. . . report the results of its endeavours and its findings and recommendations to the Minister", such Boards assume a great responsibility with very little authority or legislative assistance to execute its function. My observations as a result of our endeavours in this case, leads me to suggest two points for your consideration as to the work of such boards in the future.

(1) Negotiations, through the medium of collective bargaining should be allowed on all wage matters, thereby giving collective bargaining free play and leaving the outcome to wage adjustments to a matter of mutual agreement between the parties.

(2) Further, that legislative minimums should be provided on such matters as wages, hours of work, rates of pay on statutory holidays and Sundays, industrial hygiene and union security.

In advancing the above two proposals I have in mind that the work of Conciliation Boards would be greatly improved if they had a stronger starting point. Further, it is necessary to strengthen and maintain collective bargaining as such. Under existing conditions it is comparatively easy for a company to hold out against the bargaining representatives on matters such as wages and hours of work, making it next to impossible for the union to improve even in an elementary way, the conditions in a plant. There is obvious room for improving conditions on such elementary questions as overtime pay and hours of work in this given case, and one is almost forced to the conclusion on the basis of the facts of this case, that the company's opposition arises from its attempts to prevent the union from gaining any prestige or influence with the employees and thereby eventually, with the aid of other methods, eliminate the union as a bargaining factor for the given employees.

I make this report without any bias or prejudice in the matter, but fully convinced that the statements made herein are fully warranted and justified and supported by facts coming to the attention of the Board.

(Signed) L. ANDERSON.

Report of Board in Dispute between Canadian Bridge Company (Plants 1 and 2) Walkerville, Ont., and Local 2471, United Steelworkers of America

On November 8, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Hon. Judge W. T. Robb, Chairman, Orangeville, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. S. L. Springsteen, Windsor, and D. B. Archer, Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation appointed to deal with matters in dispute between the above parties herewith begs to submit its report.

The Union was very ably represented by Mr. Frank Quaife. For the company, Mr. C. C. Richardes, its solicitor, presented its case in a clear, concise and forceful manner. To both of these gentlemen the Board is indebted. Mr. D. K. Douglas, secretary, and Mr. A. E. West, operating manager of the company, were

present at the hearing as were also Mr. E. V. Rowland, president, and Mr. Arthur Gladstone, recording secretary of the Union.

The parties had failed to agree on the following four points:

1. Union Shop.
2. Check-off of union dues.
3. Payment of wages weekly.
4. Payment of four hours wages in cases where employees report for work and none is available.

As to the last point, it was clear this was purely academic since no employee has ever been paid on what is said to have been customary, namely for two hours when an employee reported for work and there was no work available. All members of the Board agreed that no recommendation as to this point was necessary.

With reference to point number one—that of Union Shop—the Board, or at least a majority thereof, is of the opinion that here again no recommendation can be made. The Union claims that it embraces 85% of the plant employees. The Union has functioned in this plant for better than two years. During

this period, relations between employers and employees have been quite happy. It is to be hoped that such harmony may continue. Hence the majority of the Board feels that the Union is not presently entitled to the incorporation in the agreement of a clause that would mean a closed shop or even maintenance of membership. By its continued efforts as an agent for good, the Union should be able at a later date to reach an amicable agreement on either of the above forms of union security. At our conference following the hearing Mr. Archer, the nominee on the Board of the employees, did not disagree with the other members of the Board on this point.

There was thus left for decision points 2 and 3. Mr. Quaife directed a good portion of his argument to a suggested change from payment twice monthly to payment weekly. He stressed the fact that to him and the employees this point was not a minor one. The company on the other hand felt that weekly payment of wages to employees would be costly and that no real hardship resulted to its employees in payment of wages as now in vogue. For the company it was placed in evidence that on the 15th August, 1945 pay, only 4 of 292 employees had requested pay in advance while on the 31st August pay, the proportion was 5 out of 292; on the 15th September pay only 1 of 292 made a request for payment in advance and just 5 of the 292 made a similar request on the 30th September pay. It would seem that a weekly wage is preferable to payment twice monthly. Mr. Springsteen the company nominee of the Board had suggested three pays each month but acceded to the request of the Chairman to a weekly pay in view of the recommendation which follows regarding the question of check-off. Hence the Board is unanimous in a recommendation that wages to employees be paid weekly and that instead of the company retaining 10 days pay that hereafter not more than 5 days pay be so retained.

In the opinion of the majority of the Board, no check-off clause should now be included in the agreement being formulated. Mr. Archer maintained that a voluntary check-off clause, irrevocable during the life of this agreement, ought now to become part of the agreement. For the Union it was stated by Mr. Quaife that payment of dues by its members has been consistently high and no difficulty has been experienced in collection of same. But it was urged by Mr. Quaife that consideration should be given to the fact that 195 of its members (about 75% of union members or 65% of all employees) had signed cards indicating their willingness to a check-off. The majority of the Board are of the opinion that since the company must expend quite a considerable

sum to change its pay system to a weekly basis—it was estimated by the company that this would increase their costs to the extent of \$400.00 per month—that the company should not also be asked to agree to the proposed check-off clause. It is felt that the weekly payment of wages is a most important concession to the employees and it is hoped that their nominee might so consider it and feel his way clear to withdraw his request for the present inclusion of a check-off clause.

All of which is respectfully submitted.

Dated this 24th day of October, A.D. 1945.

(Sgd.) W. S. ROBB,
Chairman.

(Sgd.) S. L. SPRINGSTEEN,
Member.

Minority Report

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

As a member of the Board of Conciliation appointed to deal with matters of dispute between the above two parties I beg to submit the following minority report:

The parties failed to agree on the four following points:

1. Union Shop
2. Check-off of union dues
3. Payment of wages weekly
4. Four hours calling out pay

As to the last point the Union did not stress this too strenuously as no calling out pay has been necessary in the past few years, therefore, while I agree with the majority decision of the Board that this matter is of purely academic interest at this point, and would not be a stumbling block to the conclusion of a successful contract, it should be considered seriously in the light of workers demands for job security in the form of annual wages and guaranteed work week as a step in the right direction by the company.

Mr. Quaife for the Union pointed out that the pay plan now in operation at the company sometimes leaves the workers without pay for three week-ends. When we consider that the economy of the Canadian worker is based upon a weekly wage, and shopping on the week ends is the custom of the Canadian housewife the difficulties involved in the company's present twice monthly pay set-up are obvious. The company claims that it will cost four hundred dollars a month to change to a weekly pay basis. This amount seems exorbitant in view of the fact that there are only 292 employees involved. Therefore, I

concur in the majority decision of the Board in the recommendation that wages to employees be paid weekly and that instead of the company retaining ten days pay, not more than five days shall be retained hereafter.

This only leaves the issue of union security in the form of union shop and check-off upon which the Board failed to agree. Mr. Springsteen argued that inasmuch as the union had been collecting dues from practically all the membership for nearly three years without labour trouble, that union security is unnecessary. This is a reversal of the usual argument that the Union has not proved itself and therefore is not entitled to union security.

It was felt by some members of the Board that the estimated four hundred dollars expenditure mentioned with regard to point number three should be a deterrent factor in granting union security. The two seem to have no connection to me. I believe that the present labour difficulties in Windsor weighed heavily on the minds of the Board members and there was a desire to see that the unhappy situation at the Ford Plant did not

occur in this plant. I believe that this Union has proven conclusively through its years of dealing with the company in an orderly and fair fashion without undue labour difficulty that it is at this time entitled to some form of union security, therefore, I would recommend that a maintenance-of-membership and check-off clause similar to that contained in the Justice Richards report with regard to the United Packinghouse Workers of America last November be incorporated in the contract. This would meet halfway the workers demand for union security and would likewise meet the company's objection to a union shop.

The check-off proposed is on a purely voluntary basis to which the company could offer no reasonable objection. I believe this is the only fair and reasonable solution if difficulties are to be avoided in the next year.

All of which is respectfully submitted.

Dated this 31st day of October, A.D. 1945.

(Sgd.) D. B. ARCHER,

Member.

Report of Board in Dispute between B.C. Marine Engineers & Shipbuilders, Ltd., Vancouver, B.C., and Local No. 2, Dock and Shipyard Workers' Union

On November 21 the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Mr. J. Howard Harman, Victoria, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. R. L. Norman and M. MacLeod, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable Minister of Labour,
Ottawa, Canada.

The Board of Arbitration begs to report that before the hearings in this matter were completed, Mr. Leary, the senior representative of the employees, suggested that the dispute be compromised by striking out the word "competent" in Sec. 5 of Article 9, and inserting in its stead the words "qualified to do the work."

Mr. W. S. Owen, counsel for the employer, agreed that he would recommend acceptance of this compromise to his client, and stated that he had no doubt but that it would be accepted.

The clause formerly suggested by the employer read as follows:—

Section 5—The Company agrees to employ only union men and in the case of the union being unable to supply men, no one unfair to this union shall be employed.

The clause formerly suggested by the employer union read as follows:—

Section 5—The Company agrees to employ only union men and in the event that the Union is unable to supply competent men, the employers shall have the right to employ other men who are able to perform the work in a satisfactory manner.

The compromise clause suggested by the employee reads as follows:—

Section 5—The company agrees to employ only union men and in the event that the Union is unable to supply men qualified to do the work the employers shall have the right to employ other men who are able to perform the work in a satisfactory manner.

Dated at Vancouver, British Columbia, this 14th day of November, A.D. 1945.

(Sgd.) J. H. HARMAN

(Sgd.) R. L. NORMAN

(Sgd.) MALCOLM MACLEOD

Report of Board in Dispute between Sunshine Waterloo Co., Ltd., Waterloo, Ont., and Local 3292, United Steelworkers of America

On November 21, the Minister of Labour received this report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge Ian M. Macdonell, Toronto, Chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. F. G. Gardiner, K.C., and Fred Dowling, both of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

SIR,—The Board of Conciliation appointed by you to deal with the above dispute has concluded its investigation, and now submits its report.

At sittings of the Board held in Toronto, the Union was represented by Mr. W. F. Cleve Kidd, Research Director; Mr. M. T. Montgomery, Field Representative; Mr. Alex Holmes, Acting President of the Local, and Mr. Conrad Leib, Treasurer of the Local. The Company was represented by Mr. Gordon McMillan, K.C., as counsel; Mr. A. L. Snyder, General Manager; Mr. J. O. Bainon, Works Manager, and Mr. V. M. Veale, Personnel Manager.

The first agreement between the Company and a union of its employees was signed on April 25, 1940, and an amended agreement was signed on April 18, 1941. In 1941 the Federal Department of Labour, at the request of the steelworkers' Organizing Committee, directed a vote between the Workers' Union and the Steelworkers' Organizing Committee. This vote was, however, postponed at the request of the Steelworkers' Organizing Committee. The Company on May 8, 1941, had a vote conducted by its auditors in which out of 408 eligible voters 231 voted in favour of the Sunshine Workers' Union, and 102 in favour of the Steelworkers' Organizing Committee. On May 26, 1941, a Conciliation Officer ordered a vote, and out of 384 eligible voters, 180 voted for the Steelworkers' Organizing Committee, and 169 voted against, but the Steelworkers' Organizing Committee having failed to poll a majority of those eligible, were refused certification.

On June 1st, 1942, the Company signed its third agreement with the Sunshine Workers' Union, which in December, 1943, was certified

by the Ontario Labour Court. A subsequent election was held on March 27, 1945, in which 403 of 443 eligible voted. In this election 272 ballots were cast in favour of Local 3292, United Steelworkers of America, and 112 ballots were opposed. Certification was granted to the new union on May 11, 1945, and negotiations took place in May, June and July to settle a collective bargaining agreement.

The issues in dispute are:

- (1) Union Security;
- (2) Daily guarantee of wage rates;
- (3) Deduction of wages for time spent settling grievances;
- (4) Four hours' pay for employees sent home when no work is available;
- (5) Two weeks' paid vacation after ten years' service.

It is first of all obvious to the Board that items (2) and (5) are matters under the jurisdiction of the War Labour Board and therefore should not be dealt with by a Board of Conciliation.

At the hearing, the Company agreed to the request of the Union that employees sent home when there was no work available would be entitled to four hours' pay. The Company also agreed that they would not deduct wages for time of men spent upon grievance procedure, provided that personnel so engaged would clock on and off for record purposes, which was entirely agreeable to the union.

There remains to be considered the question of Union Security. The Union requested Union Shop and Check-off; the Company maintained that the Union had not been established in the plant for sufficient time to justify any such measures.

When the Board adjourned it was very hopeful for conciliation of this dispute, both parties having evidenced a spirit of compromise. Representatives of the Company stated they would agree to a voluntary revocable Check-off, and the Union agreed to accept a voluntary Check-off if it should be irrevocable during the currency of the agreement. However, after efforts to bring about a settlement, the Board now finds that this is not feasible. After careful consideration, the Board recommends that the Company grant a voluntary Check-off to remain in force for the duration of the agreement, exclusive of renewals. The Board points out that while

this affords some security to the Union, it also preserves the right of an employee to withdraw from the Union, free from Check-off provisions, within a reasonable period. This, in the Board's opinion, answers the objection of the Company to any form of coercion of an employee.

All of which is respectfully submitted.

Dated at Toronto this 15th day of November, 1945.

(Sgd.) I. M. MACDONELL,
Chairman,
(Sgd.) F. W. DOWLING,
Member,
(Sgd.) F. G. GARDINER,
Member.

Report of Board in Dispute between Goderich Manufacturing Company, Goderich, Ont., and Local 2622, United Brotherhood of Carpenters and Joiners of America

On December 4 the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge M. A. Miller, Sarnia, Chairman, appointed by the Minister in the absence of a recommendation from the other two members of the Board, Messrs. F. H. Darrow, Goderich, and Fred Molineux, Hamilton, appointed on the nomination of the employer and employees respectively.

Report of Board

The Board met in Goderich on the 27th and 28th days of November, 1945, Mr. J. E. Baechler representing the Employer, and Mr. Charles J. Gibbons, President of Local 2622 of, and Mr. A. Cooper, General Representative of, United Brotherhood of Carpenters and Joiners, representing the Employees.

On August 7, 1945, Mr. F. J. Ainsborough, a Conciliation Officer, met with representatives of the Employer and the Employees and arrived at an agreement which was put in typewritten form by Mr. Ainsborough. The Agreement was not to be executed until it had been approved by the Regional War Labour Board for Ontario. On account of

matters which subsequently arose the employer refused to execute the Agreement.

Not without difficulty the Parties were brought to agreement before this Board on the differences which still existed between them, and an agreement was this day executed by the representatives of the parties. An executed copy of the Agreement as completed is hereto attached. It is in the form as originally prepared by Mr. Ainsborough, save as to those parts which are underlined in the attached copy.

All of which is respectfully submitted.

Dated at Goderich this 28th day of November, 1945.

(Sgd.) M. A. MILLER,
Chairman.
(Sgd.) F. R. DARROW,
(Sgd.) FRED MOLINEUX,
Members.

The appended agreement included clauses alluding to hours of work, overtime, wage rates, holidays, seniority, working conditions, and union recognition.

When it has been ratified by the parties it will be published under the Collective Agreement Section in a subsequent issue.

Report of Board in Dispute between Bell Thread Company, Hamilton, Ont., and Canadian Thread Makers' Union

On November 8, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge J. C. M. German, Cobourg, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. Macaulay Dillon, Toronto, and Bruce Williams, Kirkland Lake, appointed on the nomination of the employer and employees respectively.

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Sir: This Board, consisting of His Honour Judge J. C. M. German as Chairman, Bruce Williams, K.C., the Union's nominee and E. Macaulay Dillon, K.C., the nominee of the Employer, convened on Thursday, October 11, 1945, in the City of Toronto. On the same day the parties appeared before the Board and were represented as follows:

For the Union—Mr. E. Smith, General Organizer of Canadian Federation of Labour, of which the Union is an affiliate.

For the Company—Mr. D. R. Briggs, President and General Manager of the Company.

Mr. J. C. Adams, Counsel for the Company, assisted by Mr. S. T. Garside.

The Agreement under discussion is the first Collective Bargaining Agreement between the parties.

This Board is pleased to report that it has effected a conciliation in this matter and the parties have agreed to execute an agreement in the terms of the draft agreement attached as Schedule "A" to this report.

All of which is respectfully submitted.

Dated at Toronto this 24th day of October, 1945.

(Sgd.) J. C. M. GERMAN,
Chairman.

(Sgd.) E. MACAULAY DILLON,
Member of Board.

(Sgd.) BRUCE WILLIAMS,
Member of Board.

The appended agreement included clauses alluding to union security, check-off, shop stewards, grievance procedure, arbitration, and seniority.

When it has been ratified by the parties it will be printed under the collective agreement section in a subsequent issue.

Strikes After Conciliation Board Procedure Under Wartime Labour Relations Regulations

Federal Wire and Cable Company, Ltd., Guelph, Ont.

The November issue of the LABOUR GAZETTE contained an account of a strike by some 246 employees of the Federal Wire and Cable Company, Ltd., Guelph, Ont., which commenced on August 16. The object of the strike was to compel the employer to concede a voluntary check-off of union dues in a new agreement between the parties.

A meeting of both company and union officials was arranged for November 21, and other meetings were held on the two following

days, at which various proposals and counter-proposals were examined. A settlement was reached through an arrangement under which the company would carry out the wishes of those employees who desired to have their union dues deducted from their wages, but this undertaking was not included in the written contract. The terms of settlement were voted upon favourably on November 25 and the plant resumed operations the following day.

Imperial Optical Company, Toronto, Ont.

A month-long strike by about 150 of the 225 employees of the Imperial Optical Company, Toronto, was terminated on December 5 as the result of direct negotiations between company officials and senior representatives of the United Electrical, Radio and Machine Workers of America.

Earlier, the dispute had been the subject of an inquiry by a Board of Conciliation. A unanimous report made on July 5 revealed that, as a consequence of discussions with the Board and direct negotiations between the parties, agreement had been reached on all ten issues in dispute except the matters of union security and wages. The Board recommended a compromise solution under which the union would drop its request for a maintenance of membership provision and the company would agree to deduct union dues from wages upon written authority from an employee and remit such dues to the union. The Board also recommended that the parties proceed forthwith to negotiate wage rates in an effort to reach agreement upon a joint submission to the Regional War Labour Board; but irrespective of such negotiations, that a

collective agreement should be signed by the parties not later than August 1, 1945.

The employees, as reported by Local 514, United Electrical, Radio and Machine Workers of America, agreed without reservation to accept the recommendations of the Board. The company undertook to commence negotiations on wages at once in the hope of reaching a wide area of agreement which would enable it to accept the recommendations of the Board, which it described as reasonable.

However, no agreement could be reached upon a joint application in respect of wages, nor upon the signing of an agreement in accordance with the recommendations of the Board of Conciliation. The Regional Board was requested by the union to proceed with a previous *ex parte* application of its own in respect of wage and other adjustments.

Efforts of Provincial and Dominion authorities to settle the other issues by mediation were unavailing, and on November 6 the strike occurred in the company's Optical Division. A picket line was established, which was controlled and regulated by municipal police

with the result that some employees remained at work.

Following disposition of the wage questions by a Finding and Direction of the Regional War Labour Board on November 26, the parties entered into direct negotiations with regard to the matters dealt with by the Board of Conciliation. On December 5 agreement

was reached that a contract would be signed between the company and the International Union of the United Electrical, Radio and Machine Workers of America, rather than Local 514; and that the strike would be terminated immediately with all employees of the plant being returned to work.

Ford Motor Company of Canada, Limited, Windsor, Ont.

The October and November issues of the *LABOUR GAZETTE* contained summaries of the main developments in the strike of employees of the Ford Motor Company of Canada, Ltd., Windsor, up to the report given to the House of Commons by the Minister of Labour following his five-day attempt, in co-operation with the Attorney-General for Ontario, to settle the dispute by direct mediation between the parties.

On November 13 the management of the Company renewed without any time limitation its proposal that pickets be withdrawn immediately by the union and the plant be placed in operation as quickly as possible, following which the issues would be decided by a judge of the Supreme Court of Ontario whose decisions in arbitration would be final and binding. This was not acceptable to the Joint Policy Committee of the union, which was prepared to recommend to the members only that the power house would be opened and office workers allowed access to the plant as soon as the company conceded the same degree of union security as prevailed in the plants of the parent company in the United States. When the issue of union security was resolved, the union was prepared to enter into negotiations concerning its other demands.

Following a meeting of its membership on November 15, the union suggested to the company as a basis for reopening negotiations for a collective agreement that power plant employees be permitted by the union to resume their regular duties and that executive officers of the company and their personal secretaries be given access to the premises. The reply of the company repeated its previous offer to refer all matters, except wages, to arbitration by a judge of the Supreme Court of Ontario, and also indicated willingness to enter into collective bargaining negotiations prior to arbitration and after the return of all employees to work, for a suggested period of ten days.

Conversations then ensued between officers of the company and representatives of the union with a view to clearing up certain ambiguities which were felt to exist, but failed to provide a mutually satisfactory basis for joint negotiations.

On November 27 the Dominion Minister of Labour and the Minister of Labour for Ontario joined in sending to the parties a letter setting out a formula for a settlement of the strike and calling upon them to put the plan into effect at once. The proposal was that the federal Minister of Labour would appoint an "umpire of labour relations" who should, during the period prior to the execution of a collective bargaining agreement, deal with any alleged breach of the conditions of the plan and with the grievances of employees with respect to conditions of employment. The Minister would also appoint an arbitrator from among the judges of the Supreme Court of Canada to whom should be referred any points remaining in dispute after the continuation of collective bargaining negotiations (not to exceed ten days, or such longer period as might be mutually agreed upon), save that all matters governed by the Wage Control Order should not be decided by the arbitrator. It was further proposed that the company should reopen its plants and recall its employees to work as rapidly as practicable, without discrimination and in accordance with seniority principles; and that the union should declare the strike at an end.

The Ford Company indicated its willingness to carry out its part of the plan proposed by the Ministers. Acceptance of the proposal was favoured by the negotiation committee and the joint policy committee of the union, as well as by certain advisers representing the International Union and the Canadian Congress of Labour. However, it was opposed by the Stewards' Committee and a few other officials, and, on being put to a vote on November 29, was defeated. It was unofficially reported that fewer than 5,000 of the union members on strike participated in the balloting and that the plan was defeated by the narrow margin of 52 per cent of those who voted. In spite of the adverse result, Local No. 195 of the union called off its sympathetic strike of some 7,500 workers employed in some 23 other automotive plants in the area. These workers, who had been on strike since November 5, resumed work in orderly fashion in the next few days.

Another period of stalemate followed. It was broken on December 7 by a union proposal, the main feature of which was a provision that the Minister of Labour for Canada appoint an arbitrator who should render a decision in arbitration upon the question of union security within 24 hours after the acceptance of the plan by union members and after the commencement of negotiations. Following the arbitrator's binding decision in respect of union security, the union proposed that there should be an orderly return to work according to seniority, and that collective bargaining should be resumed at once. The parties would then, with the assistance of the arbitrator, negotiate and arbitrate all remaining points in dispute within ten days. Where necessary, arbitration would include any particular of the collective agreement.

This proposition was rejected by the company, largely on the ground the important issue of union security required an adequate period of time for the arbitrator to hear and

give thorough consideration to the representations by both parties.

On December 12 the Minister of Labour, following representations, extended the Government's plan of November 27 by proposing that if, within five days of the date upon which all matters to be arbitrated and representations thereon have been submitted to the arbitrator, it was found possible, giving due regard to all the circumstances, the arbitrator should give his decision within such five-day period.

After considering this modification of the joint proposal of the two Ministers of Labour, the union decided to submit it to a new vote of its membership. The vote was conducted on December 18 and 19 and resulted in a substantial majority in favour of acceptance. As the LABOUR GAZETTE went to press, plans were proceeding as rapidly as possible for the resumption of work and the implementation of the other features of the settlement scheme.

Conciliation Work of the Industrial Relations Branch During November, 1945

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

Officers of the Industrial Relations Branch dealt with 11 industrial disputes during the month of November, involving 571 workpeople employed in 13 separate establishments. Of these, 6 were new disputes which originated during the month and 5 were situations which had been unternminated as of October 31, and received further attention in November. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the War-time Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the

Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

Mining and Smelting, etc.

Coal Mining.....	1
Metal Mining.....	1

Manufacturing

Metal Products.....	4
Printing and Publishing.....	1
Wood Products, Miscellaneous.....	2
Shipbuilding	1

Transportation and Public Utilities

Local and Highway.....	1
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Nature of Dispute or Situation

Strike or Lockout.....	1
Controversies	2
Arbitrations	2
Requests for services of Commissioners..	6

Predominant Cause or Object

Causes affecting wages and working conditions	3
Discharge of workers for union membership or activity.....	7
Other union questions.....	1

Disposition

Decision rendered in arbitration.....	1
Industrial Disputes Inquiry Commission appointed under Section 5 of P.C. 4020	6

Disposition—Con.

Special Commissioner appointed.....	1
Dispute lapsed or called off; no further action required.....	1
Disposition Pending.....	2

Method of Settlement

Conciliation or mediation.....	2
Direct negotiations.....	1
Arbitration	1
Administrative action.....	1
Investigation only.....	2
Settlement Pending.....	4

Brief summaries of the cases of chief interest follows:—

Newspaper Printers, Winnipeg, Man.—On November 1, 1945, the Department of Labour was requested to intervene in respect of a threatened strike arising out of a dispute between the Winnipeg Free Press Company, Limited, and the Southam Company, Limited, (Winnipeg Tribune Division) and the employees of their respective composing rooms represented by the Winnipeg Typographical Union No. 191, a local of the International Typographical Union. First reports indicated that all parts of a new collective agreement between the parties had been satisfactorily negotiated except those affecting wages; and that the proposed agreement had been referred by the local union to its international headquarters for approval, as required by the Constitution of the organization.

At this stage of the dispute, an Industrial Relations Officer of the Department conferred with the parties in an attempt to secure a settlement. In the discussions which took place, it developed that the International Typographical Union headquarters was insisting on the inclusion of a clause in the agreement providing that the general "laws", so-called, of the International Typographical Union should be accepted by the publishers and be incorporated as terms and conditions of the collective agreement. The Union maintained that such "laws" and disputes arising out of them could not be arbitrable parts of the agreement since arbitration concerning them was forbidden by the International's Constitution. The inclusion of such provisions in the contract was entirely unacceptable to the publishers, who proposed on November 6 that there should be intervention under the Wartime Labour Relations Regulations by the Manitoba Labour Relations Board.

On the afternoon of November 8 the members of the Typographical Union stopped work to hold a meeting for a discussion of the situation, and on the following morning a union representative notified the Conciliation Officer that the employees would remain in "continuous session" until a collective agreement was reached. About 130 employees of

the two establishments were involved in the stoppage.

On November 9 the Minister of Labour appointed the Honourable Mr. Justice W. J. Major, of Winnipeg, as an Industrial Disputes Inquiry Commission to investigate the dispute and endeavour to effect a settlement. In an interim report the Commissioner advised the Department that on November 12 the publishers made a proposal to the effect that, since there was an apparent deadlock in regard to the terms of an agreement, the parties should refer the drafting of a new contract to a Board of Arbitration and that the contract so settled should be binding upon all parties. This proposal the employees felt obligated to reject on the ground that the "laws" of their union forbade its acceptance.

The officers of the union took the position that since the employers' arbitration proposal was their expressed final word, a lockout was in existence. On the other hand, the publishers maintained that the employees were on strike since, during the entire period commencing November 8, their doors had been open, their plants in readiness for operation, and no member of the union had been refused work or access to the buildings; but on the contrary, their usual work had been available on the regular shifts.

In a final report made on December 5 the Commissioner summarized the different attitudes of the parties to the dispute and recommended the enactment of appropriate legislation by the Provincial Legislature to provide for arbitration of differences between employers and employees arising out of any contract or any dispute in regard to any provision affecting labour relations which either party might desire to be included in any new contract. He also recommended that it be provided by legislation that any provision in any agreement or any stipulation in the by-laws or regulations of any organization inconsistent to such procedure should be null and void; and that every collective agreement should be construed or governed by the law of the Province.

Metal Products Workers, Grimsby, Ont.—On November 14, 1945, at the request of the Deputy Minister of Labour for Ontario, the Minister of Labour for Canada appointed His Honour Judge D. J. Cowan, Brantford, Ont., as an Industrial Disputes Inquiry Commission to investigate charges that the Grimsby Stove and Furnace Company, Ltd., dismissed a group of employees because of union membership or activity on behalf of Local 805, United Automobile, Aircraft, and Agricultural Implement Workers of America.

Before any investigation was made, the parties in dispute reported that an amicable

settlement had been reached, and that the company had undertaken to re-open its plant for production on or about December 3, 1945.

Transportation Workers, Côteau Rouge, P.Q.—Mention was made in the November issue of the LABOUR GAZETTE that the Minister of Labour had appointed a Commissioner under Order in Council P.C. 4020 to investigate charges that Laval Transport Limited, Côteau Rouge, P.Q., had dismissed five employees because of union activity. Judge Honoré Achim, of Hull, Quebec, acting as Industrial Disputes Inquiry Commissioner, after hearing the case reported that three dismissals were due to union activity, and two were justified. The Minister of Labour ordered that the three who were reported to be dismissed because of union activity be reinstated with back pay.

Metal Miners, Wells, B.C.—A decision rendered in arbitration was received during November from Mr. R. K. Henderson, of Nanaimo, B.C., in connection with a dispute between the Cariboo Gold Quartz Mining Company, Ltd., Wells, B.C., and its employees as represented by Local 685, International Union of Mine, Mill and Smelter Workers. Mr. Henderson had been appointed as an independent arbitrator on request of the union under the provisions of a recently expired agreement. The question at issue was the interpretation to be placed upon a clause in the expiring agreement stating that "at the expiration of this agreement it is mutually agreed that the question of check-off for union dues and other purposes shall be favourably considered." The union maintained that the clause constituted a binding undertaking that the check-off would be introduced into the new working agreement. The company contended that it had considered everything favourable to the check-off from the standpoint of both the company and the employees, and by so doing had complied with its undertaking. It had come to the conclusion that it would not be in the best interests of either party to adopt the check-off, and was therefore opposed to its inclusion in the new agreement.

In making his report to the parties, the arbitrator pointed out that he was limited by his terms of reference to a strict interpretation of the clause as it appeared in the agreement, and was not authorized to rule upon the understanding or misunderstanding that existed between the parties at the time the agreement was signed. In the circumstances he decided that the clause in question could not be construed to mean that the company promised or agreed to grant the check-off.

Wood Products Workers, Cornwall, Ont.—Upon request of the Department of Labour

of Ontario, and following a preliminary investigation, the Minister of Labour on November 9, 1945, appointed His Honour Judge J. P. Madden, of Ottawa, as an Industrial Disputes Inquiry Commission to investigate a charge laid by the United Brotherhood of Carpenters and Joiners that Beach Furniture Limited, Cornwall, Ontario, had dismissed an employee because of his union membership and activity. The Commissioner found that at the time the man in question was discharged the company did not know of his union activities and that his discharge was not on account of such a reason.

Metal Products Workers, Kitchener, Ont.—In the November issue of the LABOUR GAZETTE it was reported that the Minister of Labour had appointed His Honour Judge James Parker, of Toronto, as an Industrial Disputes Inquiry Commission to investigate charges that the Onward Manufacturing Company, Kitchener, Ont., had dismissed an employee because of activity on behalf of the International Association of Machinists. The report of the Commissioner indicated that the man in question had not been dismissed for the reason alleged and that he had secured other and more suitable employment.

Foundry Workers, Ottawa, Ont.—Following a preliminary investigation by an Industrial Relations Officer and pursuant to a request by the Minister of Labour for Ontario, the federal Minister of Labour on November 16 appointed His Honour Judge J. C. Reynolds, of Kingston, Ont., as an Industrial Disputes Inquiry Commission under the provisions of P.C. 4020 to investigate the alleged unjust dismissal of an employee of Beach Foundry, Ltd., Ottawa, Ont. It had been charged that the employee was discriminated against because of his membership in and activity on behalf of the United Automobile, Aircraft and Agricultural Implement Workers of America. On the evidence the Commissioner found that the employee was not dismissed or discriminated against because of his union membership or activity.

Wood Products Workers, Goderich, Ont.—In mid-November the Minister of Labour, on request of the Ontario Department of Labour, appointed His Honour Judge M. A. Miller, of Sarnia, as an Industrial Disputes Inquiry Commission to investigate the dismissal of a group of employees by the Goderich Manufacturing Co., Goderich, Ont. The United Brotherhood of Carpenters and Joiners of America, which had laid the charges of discrimination, withdrew them before a hearing was held, as a result of a collective agreement being signed between the parties through the efforts of a Board of Conciliation.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Foods

KEEWATIN, ONT.—LAKE OF THE WOODS MILLING Co. LTD. AND THE CANADIAN FLOUR MILLERS' UNION, ASSEMBLY No. 1.

Agreement to be in effect from April 19, 1945, to April 19, 1946, and thereafter subject to 60 days' notice. The company recognizes the union as the sole bargaining agent for all eligible employees. All new employees shall within 30 days become union members and maintain such membership in good standing by payroll check-off until otherwise so directed by the union.

Hours of work: 8 per day or shift, a 48-hour week. Overtime: time and one-half for all work in excess of the above hours and for work on Sundays and statutory holidays. Employees in the 7-day week category shall be paid time and one-half for any seventh day in any one week, and double time for holidays. Vacation: after 10 years' (effective 1946, after five years' service if approved by Regional War Labour Board) 2 weeks with pay.

Wage rates: millwrights, 81 to 89½ cents per hour; electricians, 87 cents; grinders, 85 cents; bolters, 81½ to 84½ cents; purifiers, 72½ to 75½ cents; binmen, 72½ cents; smelters, weighmen, 69½ cents; checkers, 69 cents; shovellers, packers, shippers, teamsters, and truck drivers, 66 cents; wipers, 63½ cents; sweepers, 50 to 57 cents; machine tend (electric) 72½, to 76 cents; firemen, 75½ cents; oilers, 72 to 74½ cents.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Rubber Products

BOWMANVILLE, ONT.—THE GOODYEAR TIRE AND RUBBER Co. OF CANADA LTD. AND THE UNITED RUBBER WORKERS OF AMERICA, LOCAL 189.

Agreement to be in effect from November 1, 1945, to November 1, 1946, and thereafter from year to year subject to 2 months' notice. The

company recognizes the union as the sole collective bargaining agency for all eligible employees. Check-off: union members who so authorize the company may have union dues deducted from their pay for the duration of the agreement.

Hours of work: 8 to 9-hour shifts, 40 to 51 hours per week; mechanical division—9 hours per day, a 5-day week; mill room control—9½ and 10 hours per day. Overtime: time and one-half for all hours worked in excess of the regular shifts, on their day off, Sundays or 7 specified statutory holidays. Vacation: after one year's continuous service 1 week with pay; after 10 years' (effective 1946, after five years' service if approved by Regional War Labour Board) 2 weeks with pay.

Minimum wage rates (starting); male employees 19 years and over, 54 cents per hour for 9-hour day, 61 cents for 8-hour day; females and youths under 19 years, 36 cents for 9-hour shifts, 41 cents for 8-hour shifts.

Provision is made for the continuance of the pension, hospitalization, sick benefit plans, group insurance and recreation club, seniority rights and grievance procedure.

Manufacturing: Textiles and Clothing

CORNWALL, ONT.—COURTAULDS (CANADA) LTD. AND UNITED TEXTILE WORKERS OF CANADA, LOCAL 3.

Agreement to be in effect from September 21, 1945, to September 20, 1946, and thereafter from year to year subject to 30 days' notice. This agreement is similar to the one summarized in the *LABOUR GAZETTE*, February, 1944, p. 195 and October, 1944, p. 1245. The changes do not affect the summary already given.

Manufacturing: Pulp and Paper

QUEBEC, P.Q.—ANGLO-CANADIAN PULP AND PAPER MILLS, LTD. AND THE QUEBEC PROVINCIAL COUNCIL OF PAPER MILL UNIONS, THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 250) AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 137).

Agreement to be in effect from May 1, 1945, to April 30, 1946, and thereafter from year to year subject to 30 days' notice. The company recognizes the unions as the sole bargaining agencies for all employees coming under their jurisdiction. All new employees must within 30 days become members of the union and "all employees shall as a condition of continued employment maintain such membership in good standing".

Hours of work: 8 per day, a 48-hour week for both day and shift workers. Overtime: day workers—time and one-half for work between 5 p.m. and 8 a.m., and for work on Sundays and statutory holidays, and when called in for work on their day off, in which case they also receive a minimum of 4 hours' time. Tour workers—time and one-half for

work on Sundays and statutory holidays and also for work other than their regular shift work. When ordered to report for work, and then sent home, they are to receive not less than 2 hours pay. Vacation: one week with pay after one year's service, 2 weeks with pay after 5 years' service. Sick leave: after one year's service, 6 days per year at equivalent of group insurance benefits if sick for at least 12 days.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Miscellaneous Wood Products

OWEN SOUND, ONT.—NORTH AMERICAN CHAIR CO. LTD. AND NATIONAL UNION OF FURNITURE WORKERS, LOCAL 1.

Agreement to be in effect from August 7, 1945, to August 7, 1946. Parties agree to meet to enter into negotiations for a renewal of this agreement. The company recognizes the union as the sole collective bargaining agent for all eligible employees. Union Shop: all employees must after 60 days become union members in good standing as a condition of employment.

Hours of work: to be as specified in the Furniture Code under Industrial Standards Act. All other hours worked shall be classified as overtime and be paid for at time and one-half, as well as 8 specified statutory holidays. Rest periods: employees will be allowed two 10-minute rest periods per day. Vacation: one week with pay after one year's continuous service.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

OSHAWA, ONT.—FITTINGS LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 1817.

Agreement to be in effect from May 1, 1945, to April 30, 1946. Thirty days' notice to be given by either party desiring a change. The company recognizes the union as the sole collective bargaining agent for all eligible employees and agrees upon proper authorization to deduct union dues of \$1 each month from any employee's pay and remit same to union local.

Hours of work: 9 per day for 5 days, a 45-hour week. Overtime: time and one-half for all work in excess of the regular hours and for work on Saturdays, Sundays and 8 specified statutory holidays. Vacation: one week with pay for employees with one year or more of service with the company.

Piece rates are to be set so that the adult worker of average skill and ability will receive at least certain stated rates. Hourly wage rates for day work: skimmers, 76 cents; charge men, 71 to 73 cents; tap men, 70 to 76 cents; furnace repair, 75 to 77 cents; moulders, 79 to 90 cents; blacksmiths, 79 cents; fitters and tool room bench hands, 90 cents to \$1; lathe and miller hands, 75 to 90 cents; pattern makers, 82 to 95 cents; stationary engineers, 66 to 81 cents; board men, sand-mixers, oventenders, and general labour, 66 to 69 cents; juniors and females to start at 45 cents and to receive a 2½ cent per hour increase each 6 months until the rate of 60 cents per hour has been reached. For night work an additional 10 per cent on the earned pay amount will be paid.

Provision is made for seniority rights and grievance procedure.

TORONTO, ONT.—THE TRANE COMPANY OF CANADA LTD. AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 512.

Agreement to be in effect from July 24, 1945, to July 24, 1946, and thereafter from year to year subject to notice during May. The company recognizes the union as the sole collective bargaining agent for all eligible employees. Any employee may become a member of the union and will not be discouraged.

Hours of work: 8½ Monday through Friday, 4 on Saturday, a 47½-hour week. A rest period of 10 minutes twice a day is provided. Overtime: time and one-half for work in excess of the regular hours and double time for work on Sundays and 6 specified statutory holidays. Vacation: factory to be closed from quitting time June 28, 1946, until starting time July 8, 1946, and all factory employees except those required for maintenance purposes will be required to take this week as a vacation. Vacation pay will be based on length of continuous service with the company as of June 28, 1946. Those having one to 5 years will receive 48 hours' regular pay; after 5 years, 56 hours' pay; after 6 years, 64 hours' pay and so on, until after 10 years the maximum of 96 hours' pay is given. No vacation pay to employees with less than 3 months' service; those with 3 months receive 12 hours; 4 months, 16 hours; and so on.

Wage rates: tool and diemakers, \$1 to \$1.20 per hour; lathe hands, 80 cents to \$1; millwrights and maintenance electricians, 75 to 90 cents; improvers (toolroom), 60 to 80 cents; class "A" workers of the following—electric arc welders, 85 to 90 cents; power brake operators and punch press (set-up and operate), 80 to 85 cents; punch press (operate and minor set-up), power shears, power rolls, spot welders, sheet metal workers, assemblers, painters (spray), testers, brazers (acetylene or gas), drills, 75 to 80 cents; craters, packers, shipping, 70 to 75 cents; starting rates for above class "A" classes vary from 55 to 70 cents. Lead hands to be paid 5 cents per hour more than highest paid worker under them. If and when night shifts are required, workers to be paid 5 cents per hour extra for this work.

Provision is made for seniority rights and grievance procedure.

TORONTO, ONT.—GENERAL DRY BATTERIES OF CANADA, LTD. AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 512.

Agreement to be in effect from February 26, 1945, to February 26, 1946, and thereafter from year to year subject to 60 days' notice. The company shall deduct from the pay of each employee upon authorization the amount of the union dues and the initiation fees and remit same to the union.

Hours of work: 8½ hours Monday through Friday, 4½ on Saturday, a 48-hour week. Overtime: time and one-half will be paid for all work in excess of the regular hours and for work on Sundays and statutory holidays. Vacation: one week with pay for employees after one year's service, increased one day for each additional year until 2 weeks maximum is reached.

Wage rates to be agreed upon where possible; otherwise such items may be submitted to Regional War Labour Board. A bonus of 5 cents per hour will be paid to all employees on recognized second and third shifts.

Provision is made for seniority rights and grievance procedure.

HAMILTON, ONT.—CANADIAN WESTINGHOUSE CO. LTD. AND UNITED ELECTRICAL RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 504.

Agreement to be in effect from July 14, 1945, to July 13, 1946, and thereafter subject to 2 months' notice. The company recognizes the union as the collective bargaining agent for all eligible employees.

Hours of work: 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week. Female employees to be given rest periods twice a day. Overtime: time and one-half for all work in excess of the regular hours and for work on Sundays and 8 specified statutory holidays. Vacation: one week with pay after one year's service, 2 weeks' with pay after 10 years' service. Employees with less than one year's service will be granted one-half day's vacation with pay for each month of service completed at time of annual vacation shut-down.

Shifts starting work after 5 p.m. will be paid 5 cents per hour premium. Provision is made for seniority rights and grievance procedure.

DUNDAS, ONT.—THE JOHN BERTRAM & SONS CO. LTD. AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 1740.

Agreement to be in effect from August 30, 1945, to August 29, 1946, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agent for all eligible employees. Check-off of union dues will be made by the company for those employees who so authorize it.

Hours of work: per day shift, 9 per day, 5 on Saturday, a 50-hour week; for night shift, 10 per night, 5 nights a week, a 50-hour week. Overtime: all work in excess of regular hours and for the last 2 hours when a 50-hour week is worked, and for work on Sundays and 6 specified statutory holidays will be paid for at the rate of time and one-half. Vacation: one week with pay for all employees with one year's continuous service. If the company elects to close the plant, all employees are to take a week's vacation, those with less than one year's service will be paid on a *pro rata* basis, i.e. 5½ days' pay if they have worked 11 months; 5 days' pay for 10 months; down to 1½ days' pay for 3 months; less than 3 months' service, one week without pay.

Provision is made for seniority rights and grievance procedure.

LONDON, ONT.—SPARTON OF CANADA LTD. AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 3383.

Agreement to be in effect from February 2, 1945, to February 2, 1946, and for another year if agreeable to both parties within 10 days of expiry date. The company recognizes the union as the sole bargaining agent for all eligible employees. Any employee may become a member of the union or may refrain from joining the union.

Hours of work: day shift—8 per day Monday through Friday, 4 on Saturday, a 44-hour week; night shift—9 per night Monday through Friday, a 45-hour week. Employees reporting for work unless otherwise notified the previous day shall be provided with at least 4 hours' work or paid 4 hours' wages in lieu of work. All employees shall receive each morning and afternoon a 15-minute rest period with pay. Overtime: time and one-half for work performed over the 48-hour week or on statutory holidays. Vacation: one week with pay for employees with one year's service.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Shipbuilding

SAINT JOHN, N.B.—J. FRED WILLIAMSON LTD. AND INDUSTRIAL UNION OF MARINE & SHIPBUILDING WORKERS OF CANADA, LOCAL 3.

Agreement to be in effect from July 9, 1945, to July 8, 1946, and thereafter from year to year subject to 60 days' notice.

Hours of work: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. When shifts are worked, time and one-eighth will be paid for second and third shifts. Overtime: for day shift, time and one-half for all work from regular quitting time to midnight and double time thereafter; for regular night shift, time and one-half for first 6 hours after 8 hours on week days, first 4 hours after 4 hours on Saturday, after which double time will be paid; double time for work on Sundays and 9 specified statutory holidays, after 12 noon on the eves of Christmas and New Year's Days, and after working right through a meal period without time off.

Wage rates are to conform to the National War Labour Board's award of May 2, 1944, and any amendments or substitute awards which may be made by that board.

Provision is made for seniority rights and grievance procedure.

Transportation: Steam Railways

CANADA.—CANADIAN NATIONAL RAILWAYS (SLEEPING, DINING AND PARLOUR CAR DEPARTMENT) AND THE CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

Schedule for employees of sleeping, dining and parlour car department, to be in effect from August 15, 1945 (March 15, 1944, *re* hours of work and overtime, January 1, 1945, *re* vacations with pay), and thereafter subject to 60 days' notice.

Hours: 240 hours of service, or less, in assigned service, shall constitute a basic month's work. Not less than 96 hours off duty each month in 24 consecutive hour periods, or multiples thereof, shall be allowed at the designated home terminal. Overtime: time worked by an employee on his own assignment in excess of 240 hours in any calendar month shall be considered as overtime and shall be paid for on the actual minute basis at the *pro rata* hourly rate.

Vacation: One week with pay for employees with 2,400 hours cumulative service in preceding 2 years, in subsequent years one-half day with pay for each 25 days worked to a maximum of 6 days.

Monthly wage rates: dining car steward, \$177.41 in first year to \$202.41 in third year; dining car chef and cafe car steward, \$172.41 in first year to \$197.41 in third year; cafe car chef, \$170.41 in first year to \$192.41 in third year; assistant steward-waiter, \$132.41; second cook, \$142.41 first year and \$152.41 second year; third and fourth cooks (dining and cafe cars), \$127.41; waiter, \$119.91; pantryman, \$109.41; buffet parlour car steward-waiter, \$137.41; buffet parlour car cook (2 men per car) and steward-waiter-cook (1 man per car), \$147.41; sleeping and parlour car conductors, \$192.41 first year and \$203.41 second year; sleeping and parlour car porters, \$112.41 first year to \$122.41 third year; sleeping car porter-in-charge, \$137.41; parlour car porter-in-charge, \$132.41; S.C.L. and S.C.B.L. car porters, \$129.91; buffet sleeping car porter (2 porters per car), \$132.41; buffet sleeping car porter-

cook (1 man per car), \$140.41; buffet parlour car porter (2 men per car), \$137.41; buffet parlour car cooks (2 men per car) and buffet parlour car porter-cook (1 man per car), \$147.41. Porters required to clean cars at lay-over points where regular car cleaning facilities are not available will be paid 75 cents for each car cleaned. No fines to be imposed on employees. Employees deadheading on railway business will be provided with free meal and berth order. Sleeping car conductors and porters arriving at an away-from-home terminal or any intermediate point between terminals, on duty, and called upon to do stand-by duty

or held for service will be provided with meals or allowed 50 cents per meal after the expiration of 24 hours, to defray living expenses. Employees on duty on trains on which dining, cafe or buffet cars are regularly operated will be served with meals free of charge; when such cars are not attached, they will be paid an allowance of 50 cents per meal, for each meal they would have received had cars providing meal service been attached.

Employees required to wear uniforms will be furnished with same, free of charge.

Provision is made for seniority rights and grievance procedure.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the Province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning the legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the act include the extension of three new agreements and the amendment of two others, all of which are noted below. A correction of one other agreement is also included. Requests for the amendment of the barbers' and hairdressers' agreement at St. Hyacinthe and the wholesale fur industry agreement at Montreal were gazetted October 20. Requests for the amendment of the agreements for barbers, and hairdressers' at Three Rivers and for the men's and boys' clothing industry for the Province were published October 27. Requests for the amendment of the agreement for garages and service stations at Montreal, and for building trades at Quebec were published November

17. Requests for new agreements for building trades at Three Rivers, funeral undertakers at Montreal and commercial employees at Farnham were also gazetted November 17.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Printing and Publishing

LITHOGRAPHING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated November 7, and gazetted November 10, makes obligatory the terms of a new agreement between certain lithographing firms and the Amalgamated Lithographers of America, local 27. Agreement to be in effect from November 10, 1945, to December 31, 1946, and thereafter from year to year, until 60 days' notice from either party. Territorial jurisdiction comprises the entire province of Quebec.

Hours: day and night shift to be divided into regular shifts not exceeding 9 hours with a 43-hour week until January 1, 1947, a 42-hour week for the year 1947, a 41-hour week for the year 1948, a 40-hour week for the year 1949 and thereafter. Overtime is payable at time and one half for the first 3 hours of each day on the first 5 working days of the week, and double time thereafter. Double time on Saturday afternoons, Sundays and certain specified holidays. In workshops where the workweek is established on a 5½ day basis, all work on Saturday is excess of the number of hours required is payable at double time. In establishments where the workweek is on a 5-day basis, all work done on Saturday up to 12 noon shall be paid for at double time.

Wage rates: All employees working on night shifts shall be paid at a rate of 15 per cent higher than the hourly rate actually paid for day work. No piece work shall be done in any shop.

Hourly Rates of Wages
November 10,
1945 to End
of 1946

1. Art Department:

	1947	1948	1949
Artists (reproducers only) commercial, general, letterers and engravers	\$1.15	\$1.17	\$1.20
Drug label (engravers and letterers engaged exclusively on drug label work) .....	.81	.83	.85
Poster (crayon)	1.25	1.28	1.31
Posters (letters) .....	.99	1.02	1.04
Process (colour correctors)	1.37	1.40	1.44

2. Camera Department:

	1947	1948	1949
Operators, (line work) .....	.74	.75	.77
Camera operators (half-tone and colour separation)	1.15	1.17	1.20
Projection machine operators	1.15	1.17	1.20

3. Plate Making Department:

	1947	1948	1949
Commercial transfers .....	.99	1.02	1.04
Colour transfers	1.15	1.17	1.20
Provers	1.15	1.17	1.20
Photo composograph and step and repeat operators	1.15	1.17	1.20
Vacuum frame and contact negative operators producing original and proving plates and press plates, with frames size up to and including 23 x 35 .....	.70	.71	.73
Vacuum frame and contact negative operators, making press plates with frames size over 23 x 35	1.15	1.17	1.20
Negative assemblers and layouters	1.15	1.17	1.20
(All vacancies on photo composing machines to be filled by journeymen transferers, when available.) .....	.70	.71	.73
Stone polishers .....	.70	.71	.73
Plate grainers:			
Operating a single plate machine .....	.70	.71	.73
Operating two single or one double plate machine .....	.86	.88	.90

4. Press Department:

	1947	1948	1949
Multicopying machine operator:			
First year .....	.61	.62	.64
Thereafter .....	.75	.77	.79
Journeymen Pressmen:			
Group 1. Presses up to and including 12 x 19: 1 colour .....	.75	.77	.79
Group 2. Presses over 12 x 19 up to and including 20 x 50:			
1 colour .....	.88	.90	.92
2 colours	1.15	1.17	1.20
Group 3. Presses over 20 x 30 up to and including 22 x 34:			
1 colour .....	.93	.95	.98
2 colours	1.15	1.17	1.20
Group 4. Over 22 x 34 up to and including 36 x 48:			
1 colour	1.15	1.17	1.20
2 colours	1.26	1.29	1.32
Group 5. Over 36 x 48 up to and including 44 x 52, 38½ x 58½, 41 x 55½:			
1 colour	1.20	1.23	1.26
2 colours	1.42	1.46	1.49
3 colours	1.52	1.56	1.60
Group 6. Sizes over Group 5:			
1 colour	1.31	1.34	1.37
2 colours	1.47	1.51	1.55
Group 7. Four colour presses:			
1st Pressman	1.69	1.73	1.77
2nd Pressman	1.48	1.52	1.56
Group 8. Web offset presses	1.20	1.23	1.26
Group 9. Flat bed presses (stone) .....	.99	1.02	1.04
Group 10. Director rotary press	1.07	1.10	1.13
Roll feed presses producing continuous forms are exempt from the above schedule.			

Hourly Rates of Wages
November 10,
1945 to End
of 1946

5. Feeders and Feeder Operators:

	1947	1948	1949
One colour presses:			
Groups 2 and 3:			
1st year .....	.46	.47	.48
2nd year .....	.49	.50	.52
Thereafter. ....	.52	.53	.55
Group 4:			
1st year .....	.49	.50	.52
2nd year .....	.54	.56	.57
Thereafter. ....	.60	.62	.63
Groups 5, 8, 9 and 10:			
1st year .....	.51	.52	.54
2nd year .....	.58	.60	.61
Thereafter. ....	.67	.68	.70
Group 6:			
1st year .....	.53	.54	.56
2nd year .....	.61	.63	.64
Thereafter. ....	.73	.74	.76
Multi-colour presses:			
Groups 2 and 3:			
1st year .....	.48	.49	.50
2nd year .....	.52	.53	.55
Thereafter. ....	.58	.60	.61
Group 4:			
1st year .....	.50	.51	.53
2nd year .....	.58	.60	.61
Thereafter. ....	.67	.68	.70
Group 5, 7, 8, 9 and 10:			
1st year .....	.52	.53	.55
2nd year .....	.61	.63	.64
Thereafter. ....	.73	.74	.76
Group 6:			
1st year .....	.54	.56	.57
2nd year .....	.67	.68	.70
Thereafter. ....	.78	.80	.82
Four colour, sheet-fed presses, 36 x 48 or over:			
1st Feeder Operator.....	.93	.95	.98
2nd Feeder Operator.....	.83	.85	.87

Vacation: one week with pay after one year's service.

Provision is made for apprenticeship regulations. Apprentices in the Art Department, Camera Department and Plate Making Department are paid from 28 cents in first year to \$1.03 in second half of sixth year during the period November 10, 1945 to end of 1946, which is increased to 30 cents during first year, and to \$1.11 during second half of sixth year, in the year 1949 and thereafter.

Manufacturing: Metal Products**CLOCKMAKING INDUSTRY, MONTREAL**

A correction of the Order in Council (L.G., November, 1945, p. 1679, second column, lines 8 to 12 and previous issues) was published in the *Quebec Official Gazette* of November 17. This correction does not affect the summary already given.

Construction**BUILDING TRADES, MONTREAL**

An Order in Council, published in the *Quebec Official Gazette* October 27, amends the previous Orders in Council for this industry (L.G., January, 1945, p. 71, September, p. 1341, November p. 1679). The minimum hourly wage rate of 70 cents for "roofers-composition and gravel", is increased to 80 cents.

Service: Business and Personal**COMMERCIAL ESTABLISHMENTS, MÉGANTIC**

An Order in Council, dated November 7, and gazetted November 10, makes obligatory the terms of a new agreement, between "L'Association des marchands détaillants du Canada, inc., succursale de Mégantic" and "Le Syndicat catholique des employés de commerce de Mégantic." Agreement to be in effect from November 10, 1945, to November 9, 1946, and year to year thereafter until 60 days' notice. Territorial jurisdiction comprises the town of Mégantic and a radius of 5 miles from its limits.

Hours: 54-hour week during July and August and 57 hours during the 10 other months.

Wage rates: small-ware stores—female clerk, 18 to 30 cents per hour after 3 years; extra clerk, 25 cents; checker, \$15 per week; basement employee, 20 cents per hour; floor-walker (male or female), \$18 per week; assistant floor walker (male or female), \$15; cashier, \$18; assistant cashier \$15; all other trades—assistant manager, \$25; clerks (males), \$12 to \$25 after fifth year; clerk (female), \$10 to \$18 after fifth year; extra clerks, 18 to 25 cents per hour; truck driver and delivery man, \$20; helper, \$16; delivery man on horse-drawn vehicle, under 18 years, \$10; 18 years and over, \$15; delivery man who looks after horse shall be entitled to a supplement of \$2 per week;

messenger, \$10 with bicycle, \$8 without; cashier, \$15 and \$18.

Vacation: one week with pay after one year's service.

COMMERCIAL ESTABLISHMENTS, ST. HYACINTHE

An Order in Council, dated November 7, and gazetted November 10, makes obligatory the terms of an agreement between "L'Association des marchands détaillants du Canada, inc., succursale de Saint-Hyacinthe" and Le Syndicat national catholique des Employés de Magasins, inc., de Saint-Hyacinthe." Agreement to be in effect from November 10, 1945, to November 9, 1946, and thereafter from year to year until 60 days' notice. Territorial jurisdiction comprises the city of St. Hyacinthe, the village of St. Joseph, the village of La Providence and the parish of Notre-Dame-de-Saint-Hyacinthe (including the village of Saint Antoine).

Hours: 54-hour week except in the foodstuffs trade in which it will be 59½ hours, and in the grain, flour, ground grain, farm implements and fuel trades a 60-hour week at the most. Overtime is payable at time and one-half.

Wages rates: Class A, the highest rate, includes 60 per cent of employees; Class B, the intermediate rate, includes 25 per cent and

Class C, the lowest rate, 15 per cent. In foodstuffs—males \$11 for Class C to \$18 for Class A; females \$10 to \$13; haberdashery, gentlemen's furnishings—males \$10 to \$25; females \$9 to \$16; footwear—males \$9 to \$16; jewellery—males \$9 to \$21, females \$9 to \$12; apprentices \$7; lingerie, etc.—females \$8.50 to \$13.50; hardware—males \$10 to \$20, females \$9 to \$15; furniture, radios—males \$12 to \$21; ladies' hats and ready-to-wear—females \$10 to \$12; bookshops—males \$12 to \$17, females \$10 to \$15; small ware stores—males \$14 to \$22.60, females, 22 to 30 cents per hour; merchants: grain, flour, ground grain, fuel, farm implements—males \$15 to \$22, cashier \$13, floor walker \$17, delivery men \$15 to \$20, helper \$15, messenger 10 and 12 cents per hour, extra clerk 25 and 35 cents, accountant (male) \$18, assistant \$14, accountant (female) \$15, assistant (female) \$12, office clerks \$12 and \$15.

Vacation: one week with pay after one year's service.

FUNERAL UNDERTAKERS, MONTREAL

An Order in Council dated October 18, and gazetted October 27, extends the term of the agreement (L.G., August, 1943, p. 1131; August, 1945, p. 1199) to December 17, 1945.

Canadian Vocational Training

SINCE the termination of hostilities the training of workers for war industry and tradesmen for the Armed Forces has entirely ceased, and the activities under Canadian Vocational Training have once more been adjusted to meet the conditions anticipated in the post-war period.

The following projects are now included under Canadian Vocational Training:

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) The training of apprentices under a Dominion-Provincial Apprenticeship Agreement.
- (3) The retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and students under the Youth Training Agreement.
- (6) Dominion financial assistance to the provinces for vocational schools.

(1) Training of Discharged Members of the Forces

From the commencement of this type of training up to October 31, 1945, there has been an enrolment of 23,570 men and women from the three Services. During the last two months there has been a very heavy increase in the numbers applying for this type of training, from an enrolment of 5,628 on August 31 to an enrolment of 12,557 on October 31, with the heaviest increase incurring in the pre-matriculation classes. Tables showing the detail of this training are given in this issue of the *LABOUR GAZETTE*.

A number of additional buildings have been secured and new training centres are being set up in North Sydney and Windsor in Nova Scotia, Moncton, Québec City, Three Rivers, Montreal, Prescott, Brockville, Kitchener, London, Windsor, Fort William, Winnipeg, Regina, Edmonton, Calgary and Victoria. No serious difficulty has been experienced so far in obtaining instructors, except for the pre-matriculation classes, but the procurement of equipment has been disappointing. A very substantial increase has been made to the field staff in connection with training on the job, and preference in all appointments is being given to those with overseas service. Women's supervisors of training and women field representatives have been appointed in all provinces.

During October regional conferences were held for the four Western Provinces and the three Maritime Provinces to co-ordinate the training plans in these two areas, and to arrange for the opening of new types of classes where necessary. At present training is available in C.V.T. schools in approximately 60 different occupations. Use is also being made of private trade and commercial schools.

(2) Apprenticeship Training

Activities in Apprenticeship are carried on under the ten year agreement completed in 1944 with all provinces, except Prince Edward Island and Quebec. A number of additional trades have been designated in recent months under the various Provincial Apprenticeship Acts, and special consideration has been given to facilitate the entry of veterans as apprentices or journeymen into these trades with good co-operation from all provinces. Early in November a conference was held at Ottawa of all the Provincial Directors of Apprenticeship to exchange information mutually helpful, and to try to work toward a reasonable measure of uniformity in standards of craftsmanship, and in the procedure followed for granting trade credits on Apprenticeship to discharged members of the Forces.

(3) Training of Civilian Workers

An agreement to provide for the retraining of workers released from gainful employment was approved by the Governor General in Council in September, and agreements were sent out to all provinces the following month. Authority for this type of training was given in P.C. 1388, to which reference was made in the April issue of the *LABOUR GAZETTE*. At present agreements have been completed in the Provinces of British Columbia, Alberta, Saskatchewan and Nova Scotia. The retraining will not be confined to workers released from war industries or to those in receipt of Unemployment Insurance Benefit. Committees representing the province, Unemployment Insurance Commission and Canadian Vocational Training will select trainees.

(4) Training of Foremen and Supervisors

The training of foremen and supervisors is still being carried on under the War Emergency Training Agreement at Dominion

TABLE 1—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1945 TO OCTOBER 31, 1945

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Oct. 31/45	Enrolled in Oct.	At End of Oct.	From April 1/45 to Oct. 31/45	From April 1/45 to Oct. 31/45
Dominion Summary					
Men.....	3,251	803	2,440	380	431
Women.....	65	6	30	15	20
Total.....	3,316	809	2,470	395	451
Prince Edward Island					
Men.....	34	7	22	4	8
Women.....					
Total.....	34	7	22	4	8
Nova Scotia					
Men.....	69	15	58	8	3
Women.....	4		3	1	
Total.....	73	15	61	9	3
New Brunswick					
Men.....	53	9	39	8	6
Women.....	3		2	1	
Total.....	56	9	41	9	6
Quebec					
Men.....	556	159	423	73	60
Women.....	10	4	6	1	3
Total.....	566	163	429	74	63
Ontario					
Men.....	1,283	282	1,048	66	169
Women.....	12	1	7	2	3
Total.....	1,295	283	1,055	68	172
Manitoba					
Men.....	417	165	341	25	51
Women.....	3			2	1
Total.....	420	165	341	27	52
Saskatchewan					
Men.....	165	31	107	46	12
Women.....	1			1	
Total.....	166	31	107	47	12
Alberta					
Men.....	328	65	195	77	56
Women.....	15	1	6	4	5
Total.....	343	66	201	81	61
British Columbia					
Men.....	346	70	207	73	66
Women.....	17		6	3	8
Total.....	363	70	213	76	74

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1945 TO OCTOBER 31, 1945

(Subject to Revision)

		NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
		From April 1/45 to Oct. 31/45	Enrolled in Oct.	At End of Oct.	From April 1/45 to Oct. 31/45	From April 1/45 to Oct. 31/45
Dominion Summary						
Correspondence	Men.....	404	36	312	25	67
	Women.....	3	1	2	1	
Pre-Matriculation	Men.....	5,260	2,072	3,628	1,132	500
	Women.....	69	17	39	19	11
Total.....		5,736	2,126	3,981	1,177	578
Prince Edward Island						
Correspondence	Men.....	4	1	4		
	Women.....					
Pre-Matriculation	Men.....	6	2	3	2	1
	Women.....					
Total.....		10	3	7	2	1
Nova Scotia						
Correspondence	Men.....	7	1	4	2	1
	Women.....					
Pre-Matriculation	Men.....	63	35	45	6	12
	Women.....	1			1	
Total.....		71	36	49	9	13
New Brunswick						
Correspondence	Men.....	4		3		1
	Women.....					
Pre-Matriculation	Men.....	88	33	67	14	7
	Women.....					
Total.....		92	33	70	14	8
Quebec						
Correspondence	Men.....	55	3	34	3	18
	Women.....					
Pre-Matriculation	Men.....	430	196	430		
	Women.....					
Total.....		485	199	464	3	18
Ontario						
Correspondence	Men.....	173	25	144	4	25
	Women.....	1	1	1		
Pre-Matriculation	Men.....	2,602	699	1,654	696	252
	Women.....	32	6	17	14	1
Total.....		2,808	731	1,816	714	278
Manitoba						
Correspondence	Men.....	43	1	38	1	4
	Women.....					
Pre-Matriculation	Men.....	640	420	405	104	131
	Women.....	7	4	3	1	3
Total.....		690	425	446	106	138
Saskatchewan						
Correspondence	Men.....	22	1	14	5	3
	Women.....	1			1	
Pre-Matriculation	Men.....	425	213	341	57	27
	Women.....	10	1	6		4
Total.....		458	215	361	63	34
Alberta						
Correspondence	Men.....	52	2	39	2	11
	Women.....	1		1		
Pre-Matriculation	Men.....	553	249	382	113	58
	Women.....	10	2	7	1	2
Total.....		616	253	429	116	71
British Columbia						
Correspondence	Men.....	44	2	32	8	4
	Women.....					
Pre-Matriculation	Men.....	453	225	301	140	12
	Women.....	9	4	6	2	1
Total.....		506	231	339	150	17

TABLE 3—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1945 TO OCTOBER 31, 1945

	NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	From April 1/45 to Oct. 31/45	Enrolled in Oct.	At End of Oct.	From April 1/45 to Oct. 31/45	From April 1/45 to Oct. 31/45	From April 1/45 to Oct. 31/45
Dominion Summary						
Men.....	7,708	2,879	5,386	1,144	236	946
Women.....	1,391	225	720	293	59	322
Total.....	9,099	3,104	6,106	1,437	295	1,268
Prince Edward Island						
Men.....	26	5	13	2	7	4
Women.....	6		4	1	1	1
Total.....	32	5	17	3	8	5
Nova Scotia						
Men.....	177	61	137	30		10
Women.....	25	6	23	2		
Total.....	202	67	160	32		10
New Brunswick						
Men.....	268	70	170	50	2	48
Women.....	41	4	28	4	1	8
Total.....	309	74	198	54	3	56
Quebec						
Men.....	1,458	737	1,178	109	68	103
Women.....	214	48	122	37	4	51
Total.....	1,672	785	1,300	146	72	154
Ontario						
Men.....	2,885	996	2,152	381	45	307
Women.....	421	71	245	66	23	87
Total.....	3,306	1,067	2,397	447	68	394
Manitoba						
Men.....	1,064	413	659	105	64	236
Women.....	190	33	82	46	1	61
Total.....	1,254	446	741	151	65	297
Saskatchewan						
Men.....	454	130	242	154	22	36
Women.....	103	13	49	28	11	15
Total.....	557	143	291	182	33	51
Alberta						
Men.....	655	278	393	128	17	117
Women.....	197	26	82	55	13	47
Total.....	852	304	475	183	30	164
British Columbia						
Men.....	721	189	442	185	11	85
Women.....	194	24	85	84	5	52
Total.....	915	213	527	239	16	137

expense, but after the end of the fiscal year it is anticipated that this type of training will be conducted only in those provinces that have expressed their willingness to share the cost on a 50-50 basis with the Dominion. Training of this type is still being conducted for the Civil Service in the various Dominion Government Departments.

(5) *Youth Training*

A Youth Training Agreement is in operation in all provinces to provide training for young people between the ages of 16 and 30. At the present time, its main activities are the provision of a wide range of courses in rural homecraft, agriculture and related subjects for rural young people, and the provision of financial assistance to university students, teachers in training and nurses in training.

(6) *Dominion Assistance to Vocational Schools*

Authority for such assistance was provided in P.C. 1648 described in the issue of the LABOUR GAZETTE for April, 1945. An agreement under it for a ten year period was approved by the Governor General in Council late in October, and has been sent out to all provinces for completion.

It provides for a Dominion outright grant of \$10,000 to each province and an annual Dominion allotment of \$1,915,000 for a ten year period to be distributed among the provinces, with Dominion contributions matched by provincial contributions of like amount. It further provides a special Dominion appropriation of \$10,000,000 allotted among the provinces and to be matched by a like provincial contribution. This amount is to be spent in the period ending March 31, 1948 for capital costs for vocational schools buildings and equipment.

New South Wales Safety Regulations for Foundries

New Regulations with respect to the safety and health of employees in foundries have been issued in New South Wales. These lay down rules concerning the safe and convenient storage of equipment when not in use, moulding operations, the dressing of castings, ladles, protective equipment and lighting.

Main gangways must be at least 3' 6" wide, with curbs or borders on either side flush with the floor where the floor surface is of sand or other loose material. Where molten metal is carried by hand, pouring aisles not less than 2' 6" wide must be provided in addition to the main gangways. The moulding floor and all passageways must be kept at a uniform level and free from any obstruction. Moulding operations must not be carried on within 10' of a cupola furnace which is in use. The internal walls of pits or deep moulds in permanent use must be reinforced with brick or concrete, and such pits have to be fenced by a wall not less than 2' high or by means of railings or chains and stanchions at least 2' 9" above the surface of the surrounding floor.

Detailed specifications are set forth with respect to ladles which must be regularly

inspected and kept in good order. All ladles with a holding capacity of 15 cwt. or over, and those holding from 10 to 15 cwt. used for the first time after these Regulations become effective must be fitted with a safety worm gear or an equivalent safety device. Safety clips are required on all other ladles carried otherwise than by hand. Sixty pounds is the maximum weight a person may be required to lift when using a single-handled ladle, or 84 pounds a double-handled one.

The cleaning and dressing of castings must be done in an area set aside solely for the purpose, and employees engaged in work other than cleaning or dressing within a radius of 40' must be protected from injury by an effective screen. Other protective equipment and clothing required are screens to protect workers from flash where welding is being done, a shield or guard on any single-handled ladle to protect the person carrying it from heat radiation, and gaiters as a protection from molten metal.

Windows must be kept clean and skylights fitted with wired glass or wire netting.

*Activities of Unemployment Insurance Commission**

Analyses of Claims and Benefits—Insurance Registration—Standing of Insurance Fund—Decisions of Umpire

CLAIMS for Unemployment Insurance benefit filed in Local Offices across Canada were fewer in October than in September, the numbers being 36,717 and 40,473 respectively.

At the same time the number of persons who signed the live unemployment register was 61,565 (43,638 males and 17,927 females) during the last six working days of October as against 48,352 (32,772 males and 15,580 females) in the last week of September.

The number of persons who received one or more benefit cheques increased to 43,775 during October from 25,952 in September. This would indicate that, whereas the first rush of claims after the cessation of hostilities has abated somewhat, those who claim benefit are not being placed in employment as promptly as they were during the war.

A total of 40,120 claims were adjudicated at Insurance Offices during October—33,384 being considered entitled to benefit and 6,736 not entitled to benefit. The chief reasons for non-entitlement to benefit were "insufficient contributions while in insurable employment" (2,908 cases); "voluntarily left employment without just cause" (2,049 cases); "loss of work due to a labour dispute directly affecting the claimant" (859 cases) and "discharged for misconduct" (484 cases).

The 43,775 persons who received benefit payments in October were paid a total of \$1,709,164 for 840,327 compensated unemployed days. During September, 25,952 persons were paid \$882,634 for 452,433 days and in October of last year 5,735 persons were paid \$132,467 for 70,552 days. Thus, the average duration of the unemployment compensated

was 19.2 days in October, 17.4 days in September and 12.3 days in October, 1944. The average amount of benefit paid per beneficiary was \$39.04 in October, \$34.01 in September and \$23.10 in October, 1944. The average amount of benefit paid per compensated day of unemployment was \$2.03 in October, \$1.95 in September and \$1.88 in October last year.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at October 31, 1945, 2,883,309 employees were issued with Insurance books and had made contributions to the fund at one time or another since April 1, 1945, an increase of 71,414 since September 30, 1945.

As at October 31, 1945, 150,741 employers were registered as having insurable employees, an increase of 2,288 since September 30, 1945.

Registrations as at October 31, 1945, by regions, are recorded in Table I.

Unemployment Insurance Fund

Total Employer-Employee contributions for October amounted to \$5,319,682.52, a slight increase as compared with the amount of \$5,305,334.55 for the same month last year.

Benefit payments during October this year amounted to \$1,708,344.86, the highest amount for any month to date. This is almost double the figure for the previous month when benefit payments amounted to \$881,737.39. In October, 1944, benefit payments were only \$131,706.91.

Of the total revenue of \$6,658,868.72 during October this year, 25.7 per cent was required for benefit payments, leaving a net increase to the fund of \$4,950,523.86 during the month. (See Table 8, p. 1836)

*Material in this section is provided by Unemployment Insurance Commission and Dominion Bureau of Statistics.

TABLE 1.—REGISTRATIONS AS AT OCTOBER 31, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	12,005	216,922
Quebec.....	40,730	885,400
Ontario.....	55,292	1,126,509
Prairie.....	27,532	397,226
Pacific.....	15,182	257,252
Total for Canada.....	150,741	2,883,309

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO OCTOBER, 1945

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,667	13,307
April.....	2,925	3,953	6,463	8,430
May.....	2,799	2,027	4,654	8,825
June.....	4,629	1,772	3,226	10,857
July.....	2,668	1,087	3,106	10,886
August.....	1,855	1,370	3,241	20,557
September.....	1,118	1,013	3,715	40,473
October.....	1,058	1,475	6,222	36,717
November.....	1,748	2,896	11,798	
December.....	3,337	6,562	13,770	
Total.....	26,924	36,660	90,897	185,454

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, OCTOBER, 1945

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	119	89	30	82	12	51
Nova Scotia.....	1,219	982	237	1,138	164	473
New Brunswick.....	416	360	56	222	37	174
Quebec.....	15,773	13,152	2,621	14,914	3,131	6,639
Ontario.....	12,085	10,852	1,233	10,237	2,414	3,153
Manitoba.....	1,562	1,192	370	1,134	226	370
Saskatchewan.....	564	402	162	423	54	78
Alberta.....	963	761	202	763	145	188
British Columbia.....	4,016	3,352	664	4,471	553	1,186
Total, Canada, October, 1945.....	36,717	31,142	5,575	33,384	6,736	12,312
Total, Canada, September, 1945.....	40,473	36,285	4,188	26,203	3,710	15,658
Total, Canada, October, 1944.....	6,222	5,032	1,190	3,950	960	1,514

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of October, 1944	Month of October, 1945	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	239	2,908	7,883
Not capable of and not available for work.....	17	95	518
Loss of work due to a labour dispute.....	3	859	1,985
Refused offer of work and neglected opportunity to work.....	31	59	438
Discharged for misconduct.....	65	484	1,745
Voluntarily left employment without just cause.....	571	2,049	6,499
Other reasons (1).....	34	282	738
Total.....	960	6,736	19,806

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, OCTOBER, 1945

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	130	45	2,663	\$ 5,234
Nova Scotia.....	2,203	722	41,941	88,418
New Brunswick.....	318	130	5,620	11,410
Quebec.....	18,496	10,841	368,742	738,848
Ontario.....	13,824	9,353	267,579	544,699
Manitoba.....	2,272	1,007	38,096	76,192
Saskatchewan.....	669	276	10,936	21,150
Alberta.....	1,120	425	20,038	40,993
British Columbia.....	4,743	3,039	84,712	182,220
Totals, Canada, October, 1945.....	43,775	25,838	840,327	1,709,164
Total, Canada, September, 1945.....	25,952	11,815	452,433	882,634
Total, Canada, October, 1944.....	5,735	2,458	70,552	132,467

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT OCTOBER 31, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	1,392	395	1,787
Clerical Workers.....	3,470	3,566	7,036
Sales Workers.....	1,861	2,100	3,961
Service Workers.....	3,006	1,569	4,575
Agricultural Workers and Fishermen.....	146	.....	146
Food Workers.....	181	.....	181
Textile and Clothing Workers.....	178	945	1,123
Loggers.....	11	.....	11
Sawmill and Wood Operators.....	204	.....	204
Printing Workers.....	100	.....	100
Shoe and Leather Workers.....	159	.....	159
Stone, Clay and Glass Workers.....	58	.....	58
Electrical Workers.....	868	.....	868
Coal Miners.....	26	.....	26
Other Miners (except coal).....	33	.....	33
Construction Workers (except carpenters).....	1,219	.....	1,219
Carpenters.....	887	.....	887
Machine Shop Workers and Operators.....	4,371	.....	4,371
Sheet Metal Workers.....	322	79	401
Foundry, Smelter and other Metal Workers.....	3,288	1,389	4,677
Miscellaneous Skilled Workers.....	5,038	2,115	7,153
Automobile and Other Mechanics.....	1,075	.....	1,075
Miscellaneous Unskilled Workers—Heavy Labour.....	5,963	.....	5,963
Miscellaneous Unskilled Workers—Light Labour.....	9,782	5,769	15,551
Totals.....	43,638	17,927	*61,565

* This figure includes 1,804 ex-service personnel who are ordinary claimants, but Short-time and Casual Claimants are not included. There were 591 Short-time Claimants of whom 17 were ex-service personnel, 17 Casual Claimants of whom one was an ex-service man.

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS, UNEMPLOYMENT INSURANCE BENEFIT, BY SEX AND BY AGE GROUPS, AS AT OCTOBER 31, 1945

	19 and under		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA....	2,951	2,046	8,834	8,563	11,865	5,255	7,040	1,572	3,693	281	9,255	210	43,638	17,927	61,565

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO OCTOBER 31, 1945

Month	REVENUE							Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government					
Total from July 1, 1941 to Dec. 31, 1944.....	\$ 108,602,761 96	\$ 43,021,805 60	\$ 50,433,437 79	\$ 1,349,789 42	\$ 203,407,794 77	\$ 40,681,558 94	\$	\$ 10,525,471 73	\$ 254,614,825 44	\$ 4,544,582 94	\$ 250,070,242 50
1945											
January.....	2,828,387 24	988,675 22	1,414,265 78	50,924 80	5,282,253 04	1,056,450 61		213,345 00	6,552,048 65	545,604 35	255,076,686 80
February.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 34	922,816 87		97,499 93	5,634,401 14	821,052 62	260,890,035 32
March.....	3,402,135 65	1,089,941 63	1,488,125 78	39,568 51	6,019,771 57	1,203,954 33		1,441,374 50	8,665,100 40	1,520,675 86	268,034,459 86
April.....	2,564,201 14	900,036 34	1,383,744 70	49,692 52	4,897,674 70	979,534 94		275,250 00	6,152,459 64	590,203 31	273,596,716 19
May.....	2,691,404 87	1,079,743 91	1,398,222 29	114,442 73	5,283,813 80	1,056,762 76		2,673,807 50	9,014,384 06	671,326 41	281,939,773 84
June.....	2,668,624 06	900,636 91	1,394,100 09	146,194 27	5,109,555 33	1,021,911 07		347,070 00	6,478,536 40	578,133 26	287,840,176 98
July.....	2,708,632 16	911,542 29	1,391,506 92	82,884 28	5,094,565 65	1,018,913 13		213,345 00	6,326,823 78	601,135 66	293,555,865 10
August.....	2,978,301 63	916,219 45	1,356,567 19	100,798 34	5,351,886 81	1,070,377 36		271,846 51	6,694,110 68	684,878 97	299,575,096 81
September.....	2,711,310 80	834,708 82	1,245,295 36	134,120 43	4,925,435 41	985,087 08		357,556 25	6,268,078 74	881,737 39	304,961,438 16
October.....	3,048,739 42	884,513 16	1,250,286 86	136,143 03	5,319,682 52	1,063,936 50		275,249 70	6,658,868 72	1,708,344 86	309,911,962 02
1945 Total	27,961,194 95	9,391,751 67	13,643,631 97	902,144 58	51,898,723 17	10,379,744 65		6,166,344 39	68,444,812 21	8,603,092 69	309,911,962 02
GRAND TOTAL.....	136,568,956 91	52,413,557 27	64,077,069 76	2,251,934 00	255,306,517 94	51,061,303 59		16,691,816 12	323,050,637 65	13,147,675 63	309,911,962 02

The Column "Interest on Investments and Profit on Sale of Securities" represents—
(a) Interest received on due dates from various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.

(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:

Arrears of contributions from Government Departments in November, 1944.....	\$ 940,000 00
Penalties.....	5,290 39
Contributions in respect of Service in the Armed Forces.....	1,303,642 37
Miscellaneous.....	3,031 43
	<u>\$ 2,251,934 00</u>

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike, brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

As announced in the earlier issues, the selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B 26

(22 January, 1945)

The claimant was discharged from his employment by reason of his alleged misconduct. The event which led to the claimant's separation did not establish his misconduct but his actions prior to that event were nevertheless taken into consideration in an attempt to establish his misconduct, although they had been forgiven in the past—HELD: Misconduct which has been alleged but not proven cannot be established by events distinctly unrelated to the proximate cause of termination of employment.

The material facts of the case are as follows:

The claimant, a married man aged 60 years, was employed by a War Service Hostel as a desk clerk from August 15, 1942 to April 8, 1944, when he separated from that employment, the reason later given being: "Voluntarily resigned following disagreement".

On adjudicating the claim for benefit, the Insurance Officer disqualified the claimant for a period of six weeks ending May 20, 1944, in accordance with paragraph (c) of Section 43 of the Act, for the reason that the claimant left his employment voluntarily as an alternative to dismissal for cause.

The claimant appealed to a Court of Referees against the disqualification imposed by the Insurance Officer and stated that:

"On April 1, 1944 I was accused of a trivial offence, that of mishandling a checked

parcel. I was not guilty. On April 2 I gave the required 7 days' notice. On April 8 I was no longer on the staff. The petty offence would not justify dismissal. The parcel was checked by two men; I was not on duty when they called for it but the clerk on duty told me that one of the men complained it was mishandled. As parcels are checked at owner's risk and are not examined when checked there is no way of knowing if mishandling was done before or after being checked, or at all. Owners have access to parcels at any time. As I have not been replaced on the staff, I feel that my services are not required. I was never asked for a statement. So I am not guilty of offence and was justified in giving 7 days' notice".

The claimant was given an oral hearing and the Court of Referees, in a majority decision, decided in part that:

"It would appear that the acts committed by the claimant were acts which amounted to misconduct within the meaning of the statute and that the claimant lost his employment 'through his misconduct'".

The employer member of the Court of Referees was of the opinion that the claimant should not have been dismissed by reason of misconduct.

The claimant appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons that:

The evidence discloses that the claimant resigned not entirely of his own accord but under the threat of dismissal by reason of his alleged misconduct, although the employer stated to the Court of Referees that as far as he was concerned the claimant resigned.

It appears that the manager of the hostel prohibited the claimant from drinking on the premises whether on or off duty but that the claimant did in fact consume liquor and this to the manager's knowledge, without any action being taken, other than verbal reprimands. These earlier incidents, therefore, would not have justified the dismissal of the claimant on the first day of April, 1944 for misconduct.

The incident which seems to have been the proximate cause of the claimant's resignation or dismissal arose out of a checked parcel left by a sailor who found that it was not

intact the following morning. The evidence is perfectly clear that there was no proof whatsoever that the claimant had wrongfully tampered with the bottle or that he was responsible in any way for the diminution of its content. No proof having been obtained that the claimant was guilty of misconduct in this connection, this incident, therefore, could not justify the dismissal of the claimant on the ground of misconduct.

There were a number of previous instances regarding the claimant having consumed liquor contrary to instructions, but, with the exception that he was reprimanded, those instances were apparently overlooked and forgotten and they can hardly be brought up at a later date as justification for dismissal for serious misconduct. Those earlier events are quite unrelated to the proximate cause of the termination of employment and cannot be used to bolster up the unproven charge regarding the bottle left in the custody of the claimant.

On the facts, it is found that this is not actually a case of voluntary leaving but, in substance, a dismissal by reason of misconduct which has been alleged but not proven. The misconduct not having been proved the claimant's appeal, therefore, is allowed. The disqualification imposed by the Insurance Officer and by the Court of Referees is consequently removed and the claim for benefit is allowed.

CU-B 30

(19 February, 1945)

The claimant, a single woman, stated that she was available for work only during the evening hours, owing to her domestic responsibilities. She was disqualified by the Insurance Officer on the ground that she was not available for work, although no offer of employment was ever made to her—HELD: In view of the special domestic circumstances of the claimant, she was in fact available for work as she was available for any employment which was suitable in her case.

The material facts of the case are as follows:

The claimant, a single woman aged 31 years, was employed as an office clerk on the night shift of a Government Department from March 3, 1943 until July 20, 1944 when she was laid off due to work shortage. She submitted a claim for benefit and stated that:

"At the present time I am only able to take work during the evening hours, owing to the fact of my mother's illness and the need of someone to look after the home. I could only take a day job if a suitable per-

son could be placed in the home. In the evening my father is home and stays with mother."

On the evidence before him, the Insurance Officer disallowed the claim on the ground that she did not fulfil the Third Statutory Condition (Section 29 (iii) of the Act), as she was not available for work.

The claimant appealed to a Court of Referees and gave as grounds of appeal that:

"I am available for work during the same period as my former employment. For period March 3, 1943 to July 20, 1944 I worked for the Department as an office clerk in the Accounting Section. During this time my hours were from March 3, 1943 from 6.30-10.30 p.m. until approximately the end of March, 1944. At that time the hours changed to 5.30 p.m.-9.30 p.m. In May of this year, the hours again changed to 5.00 p.m.-9.00 p.m. The fact my mother is an invalid and my father works during the day makes it impossible to accept day-time employment at least until my father comes home, but I am available for hours mentioned above as proved by my former employment."

The claimant was granted an oral hearing by the Court of Referees. The Court gave the following unanimous decision that the claim should be allowed:

"The facts are that due to war conditions, the demand for night work existed and the claimant filled a steady job for over sixteen months. During this period she paid Unemployment Insurance premiums throughout and considered herself insured. The Insurance Officer stresses the fact that the claimant cannot pick and choose, and that availability implies that the claimant be ready and equipped to take suitable employment if and when offered on proper terms.

The Court, nevertheless, is of the opinion that while in normal times there may not be a general classification of work which might be termed night work, in this instance such work did exist for sixteen months without a break and under such conditions as they are today, it cannot be said the sphere of employment which the claimant can do is so restricted that she can be said to be not available for work.

"It seems incongruous that if the work she did subjects her to payment of insurance premiums it can be said to be such as not to entitle her to benefit because a change of condition decreases the demand for that type of work."

The Insurance Officer appealed from this decision of the Court of Referees to the Umpire on the following grounds:

"(1) that owing to domestic circumstances the claimant has restricted her hours of availability to such an extent that she is not available during the usual hours worked by an office clerk;

(2) that the fact that insurance contributions were made for the hours worked by the claimant does not mean that she can be considered to be available only for these certain hours;

(3) that the hours worked by the claimant are not the usual hours of an office clerk in her district or any other district during normal conditions;

(4) that it is practically impossible to place the claimant in employment as an office clerk in the evenings in her district."

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons that:

The circumstances of this case are rather unusual and this decision *applies to this case only* and will not constitute a precedent in other cases where the facts may be more or less similar.

The question to decide is whether the claimant was available for work within the meaning of the Act.

It is contended that the claimant has restricted her sphere of activity; but it appears nevertheless that she would have been ready to work at any time, were not her domestic responsibilities of such a nature as to render

it difficult for her to accept work other than at night. There may have been no night work of precisely the same kind as the claimant had been performing, available in that city, but there might have been night work as a cashier, or other clerical help in a restaurant, theatre, or other similar enterprise. Clerical night work is a normal occupation and not an unusual sphere of activity. In order to qualify for benefit, the Act does not require a person to be available for any and all types of work nor for every hour of the day. It is sufficient that a person is reasonably available for work in some sphere of activity.

Although the question of availability for work and the question of suitability of employment are in many respects distinct questions, nevertheless they are intimately linked so that in most cases they cannot be considered entirely separate.

In this particular instance, it is significant to note that no work was ever offered to the claimant. If work had been offered it would have been a relatively easy matter to determine whether suitable employment had been refused. But to anticipate a refusal from a claimant results in treating, as if they were entirely distinct and separate, the two questions of availability for work and suitability for employment, and in a case such as this, these questions should be treated together.

In view of the special domestic circumstances of the claimant, she was in fact available for work and by that, it is considered that she was available for any employment which was suitable in her case.

There are no circumstances, therefore, which would justify me in disturbing the decision of the Court of Referees and the appeal is dismissed and the claim allowed.

Labour Law

Labour Legislation in Prince Edward Island and the Yukon in 1945

Prince Edward Island

THE Prince Edward Island Legislature, which met on March 24 and was prorogued on April 19, enacted a statute dealing with the right of association and collective bargaining and a law fixing the minimum age for employment in industry which is designed to carry out a Convention on this subject adopted in 1937 by the International Labour Conference.

Trade Unions and Collective Bargaining

The Trade Union Act requires employers to negotiate with trade unions under certain circumstances, provides for freedom from interference by an employer with a trade union, stipulates that unions must submit certain returns to the Government, that union treasurers must be bonded, and that an employer must institute a check-off system for union fees under certain conditions.

The Act which applies only to employers who regularly employ more than fifteen employees, declares it lawful for employees to organize and join trade unions and to bargain collectively with their employer or employers and for members of a trade union to conduct such bargaining through the trade union and its officers. "Employee" does not include officers or persons employed in a confidential capacity. A "trade union" is defined as any lawful association, union or organization of employees, whether employed by one employer or by more than one, which is formed for the purpose of advancing in a lawful manner the interest of such employees in respect to their employment.

Employers are required to recognize and negotiate with the members of a trade union representing the majority choice of the employees eligible for membership in such union, when requested to negotiate by the officers of the union. Any employer refusing to negotiate is liable to a fine of not more than \$100 for each such offence and in default of payment to 30 days' imprisonment.

The same penalty may be imposed upon an employer who by intimidation or threat prevents or attempts to prevent an employee from joining or belonging to a trade union,

but nothing in the Act is to interfere with the right of an employer to lay off or discharge employees for cause. It is unlawful for an employer to include any condition in a written or verbal contract of employment or to continue such a condition already in effect which seeks to restrain any employee from exercising his rights under the Act.

Every trade union must file with the Provincial Secretary a certified copy of its constitution, rules and by-laws or other documents giving a complete statement of its objects. An annual financial statement in prescribed form must also be sent to the Provincial Secretary, and any member of the trade union is entitled to obtain a copy of such statement from the secretary of the union, free of charge. Every officer of a union failing to comply with the above provisions relating to financial statements is liable to a fine of not more than \$100.

Every officer of a trade union having custody of its funds must be bonded with a recognized surety company in an amount of least double the total of the annual membership fees collected and must render an account to the members as required by the by-laws and have his books audited by a chartered accountant chosen by the members at a meeting. Upon such audit he must, if required, hand over to any persons designated by the members, the balance shown by the audit and the books, documents and property belonging to the union. If he fails to do so, he may be sued for them by the person designated on behalf of the union.

In any industry in which, by a statute of the Province or by arrangement between employer and employees, deductions are made from wages for benefit societies, hospital charges, or the like, deductions must be made by the employer for periodical payments to a trade union if the officers of the union, authorized by its members, apply to the Provincial Secretary for the taking of a vote to ascertain the wishes of employees with regard to such deductions and if on a vote by ballot, at the time and under conditions

fixed by the Provincial Secretary, a majority of employees vote for such deductions and if the individual employee, who is a member of such trade union, makes a written request to his employer that such deductions be made and gives the name of the person to whom they are to be paid. In every industry in which deductions from wages are made by the employer, whether by statutory provision or by arrangement between employer and employees, the employer must, if requested to do so, furnish to the Provincial Secretary, before February 1 in each year, a statement in prescribed form showing the amounts deducted and any further particulars required. An employer failing to comply with this provision is liable to a fine of not more than \$100.

Minimum Age for Employment in Industry

The Prince Edward Island Minimum Age for Industrial Employment (International Labour Convention) Act, 1945, which came into force on September 1, 1945, implements the Minimum Age (Industry) Convention (Revised) adopted at Geneva in June, 1937, by the International Labour Conference. This is the first provincial statute to give full effect to this Convention. On the basis of similar legislation in other provinces and in the Yukon and Northwest Territories, the Dominion Government would be in a position to ratify the Convention.

The Act forbids employment of a child under the age of 15 years in any private industrial undertaking or in any industrial undertaking carried on by the Provincial Government or by a municipal corporation. It does not apply to work done by children in technical schools which are approved and supervised by public authority nor to undertakings in which only members of the employer's family are employed, unless these are dangerous to life, health or morals.

"Industrial undertaking" is defined, as in the Convention, to cover mines, quarries, manufacturing (including shipbuilding and electrical works), construction, and transport by road, rail or inland waterway. The Lieutenant-Governor in Council is to define the line of division separating industry from commerce and agriculture.

Every employer must keep, and have available for inspection, a register of all his employees under the age of 18 with the dates of their birth and of their entering and leaving his employ.

The Lieutenant-Governor in Council, on recommendation of the Minister of Public Welfare, may prescribe a higher age than 15 for the admission of persons under 18 to employ-

ments which, by their nature or circumstances, are dangerous to life, health, or morals of those employed.

The provisions of the Act are to be in addition to, and not in derogation from, the provisions of any other Act respecting employment of children. A fine not exceeding \$100 or twelve months' imprisonment, or both, may be imposed for violation of the Act.

It is provided that, in order to facilitate the ratification of the Convention by the Government of Canada, the Minister of Public Welfare, when all provinces have enacted similar legislation, is to send to the Dominion Minister of Labour, for submission to the International Labour office, an annual report on the operation of the Act as required by the Constitution of the International Labour Organization, including full information as to the action taken under the section requiring registers to be kept by employers.

The Electric Power Act makes provision for a Power Commission of three members to deal with matters relating to the generation and supply of electric power in the Province. All contracts to which the Commission is a party and which require the employment in the Province of labourers and mechanics in the construction of works must contain a "fair wages" provision, that is a stipulation that such labourers and mechanics must be paid not less than the rate of wages prevailing for similar work in the vicinity. Disputes as to what are prevailing rates are to be referred to the Minister of Public Works. Where works are constructed by the Commission directly the prevailing rate must also be paid.

An amendment in the Public School Act authorizes attendance officers appointed under the Department of Education Act to investigate questions relating to school attendance and to enter action against defaulting parties.

The section of the Prisoner's Act dealing with prison labour was revised and now enables the Lieutenant-Governor in Council to authorize the employment of prisoners on any specific work or duty beyond the limits of the gaol.

A provision added to the Public Health Act forbids the employment of persons with communicable diseases in any hotel, restaurant, or other public eating-place or in any packing plant, processing house, or other place where food is handled. All food handlers must, before being employed, produce a health certificate satisfactory to the Chief Health Officer and may be required to undergo a medical examination during their employment.

The Prince Edward Island Advisory Reconstruction Committee Act provides for such a Committee of not more than 25 members to

be appointed by the Lieutenant-Governor in Council to study and report on a program of postwar reconstruction and to co-operate with Dominion and Provincial authorities in dealing with the problems involved.

An amendment in the Co-operative Associations Act enables any five, instead of ten or

more, associations to be incorporated as an association under the Act, and lays down rules for the incorporation of dairy companies. Under the Credit Union Act, as amended, interest on loans is to be 12 per cent per annum on unpaid balances, instead of 1 per cent per month.

Yukon Territory

Miners are affected by a number of changes, effective June 1, 1945, in the Ordinance, passed in 1937, to regulate the hours of labour and the minimum wage to be paid in mining operations. "Employee" is redefined to mean a person employed to do skilled or unskilled manual, clerical or technical work, but does not include a person employed in a confidential capacity or having authority to employ or discharge workers. As formerly daily working hours may not exceed eight, but the weekly maximum hours for a seven-day week have been reduced from 56 to 48. It is permitted, but only by mutual agreement between the employer and the elected representatives of the employees, for an employee to allow the days on which he would normally be off work to accumulate for a period not to exceed four weeks.

In line with the change in maximum hours is an amendment concerning wages. Employees not working underground in a shaft or tunnel are, as formerly, allowed to work overtime, but instead of a minimum overtime rate of 55 cents for each hour in excess of eight a day and 56 a week, they must now be paid time and one-half for each hour worked in excess of eight per day and 48 per week. The provision for a minimum wage of 50 cents an hour was repealed.

The requirement that an employer furnish proper board and lodging at his own expense was replaced by a provision requiring all mining camps in the Territory where more than three workers are employed at a time to furnish such board and lodging, as may be

determined by agreement between the accredited representatives of employers and employees.

Certain sections were repealed: providing for extra payment of \$2 a day where no board and lodging was furnished; forbidding agreements to evade the provisions of the Ordinance; declaring the Ordinance not to apply to persons employed by the month or holding positions of supervision or management nor to those employed in kitchens, mess-houses, bunk-houses or sleeping quarters connected with mining operations nor to mining operations employing not more than two men; and enabling employees paid less than the minimum wage to recover the balance in a civil action.

The Woodmen's Lien Ordinance was amended to give a claimant ninety days, instead of thirty, in which to file his statement of claim.

The Protection of Children Ordinance provides for appointment of a Superintendent of Child Welfare to assist in establishing, and to advise, children's aid societies and to supervise the care of neglected children. A "neglected child" includes any child under the age of 18 who is found begging in a public place, whether actually begging or under the pretext of selling or offering anything for sale.

The Co-operative Associations Ordinance enables any five or more persons to form an association to carry on any lawful industry, trade, or business, except that of banking or insurance or of a trust company or the construction or operation of railways.

Recent Regulations Under Dominion and Provincial Legislation

MEMBERS of the interim Forces are now covered by the Reinstatement in Civil Employment Regulations. The wartime Orders in Council permitting women to work in certain metallurgical plants have been revoked.

In Alberta, the exemption of certain workers in the lumbering industry from the eight-hour day and 48-hour week and weekly rest-day provisions of the Hours of Work Act has been

continued for another year. In British Columbia, Monday, November 12, was declared a public holiday by proclamation for the purposes of the Factories Act and Shops Regulation and Weekly Half-holiday Act, and poisoning by certain woods and dermatitis in an industry producing teak-dust or mahogany dust are now diseases compensatable under the Workmen's Compensation Act. In

Ontario, new regulations under the Hours of Work and Vacations with Pay Act permit overtime up to 100 hours a year for each employee instead of 120 hours for an establishment, and certain occupations and industries have been exempted from the eight-hour

day and 48-hour week and one week's holiday with pay provisions of the Act. In Saskatchewan, regulations under the Apprenticeship Act have been issued for the printing trade in weekly newspaper plants and for the electrical trade.

Dominion

Members of Interim Forces Under Reinstatement Act

The Reinstatement Regulations (P.C. 77) of January 11, 1945 (L.G., 1945, p. 131 and p. 192), issued under the Reinstatement in Civil Employment Act, 1942, have been amended by an Order in Council (P.C. 6769) of November 6, gazetted November 12, to apply the Act to members of the Armed Forces who have volunteered to serve in the Interim Forces for a specific period terminating on or after September 30, 1947.

Section 3 of the 1942 Act requires an employer to reinstate an employee at the termination of his service in the Forces under conditions not less favourable than those which would have been applicable to him had he remained in the employment of his employer.

The Order in Council enables the application of this provision to men in the Interim Forces until March 31, 1946. If before that date, a person applies for and receives his discharge, he will be considered as having been on "active service" until the actual termination of his service. To be eligible, a person must have been on active service immediately before volunteering, and he must continue to perform full-time duties until March 31, 1946, or the actual date of his discharge.

Revocation of Permits for Women in Ontario Metallurgical Plants

The wartime Orders in Council (P.C. 7032 and P.C. 8603) of August 13 and September 23, 1942, respectively, permitting the employ-

ment of women by the International Nickel Company at Sudbury and Port Colborne, Ontario (L.G., 1942, pp. 1044 and 1171), were revoked by an Order in Council (P.C. 6829) of November 6, 1945. Another Order (P.C. 7031) of November 23, revoked those Orders (P.C. 1665 of March 1, 1943; P.C. 4891, June 17, 1943; P.C. 9540, December 14, 1943; and P.C. 4176 of May 30, 1944), permitting the employment of women at the Algoma Steel Corporation Limited, the Algoma Ore Properties Limited, Dominion Magnesium Limited, and Millwood Fluorspar Mines Limited, respectively.

The Ontario Mining Act forbids the employment of women or girls in or about any mine except in a technical, clerical or domestic capacity. A shortage of male labour during the war, however, made a modification of this policy necessary in order to maintain production of essential metals. The companies were required to provide whatever facilities for safeguarding the health and welfare of the women workers were prescribed by the Dominion Minister of Labour after consultation with the Ontario Minister of Mines.

Other Orders

The following Orders in Council are summarized elsewhere in this issue:—

P.C. 6664 accepting the resignation of H. J. Carmichael from the Industrial Production Co-operation Board; P.C. 1/6679 reducing the hours of work of employees in the Public Service; P.C. 6785 transferring powers of the Western Labour Board to the National War Labour Board.

Provincial

Alberta Hours of Work Act

Regulation 28A approved by an Order in Council of November 6, gazetted November 15, 1945, extends to October 31, 1946, the exemption from the eight-hour day and 48-hour week of cooks, cookees, bull cooks, night watchmen, barn bosses and blacksmiths employed in the lumbering, logging and railway tie industries (L.G., 1944, p. 1553).

Order 28 issued on October 24 and gazetted November 15, extends to October 31, 1946, the exemption of these employees from the provisions of the Act requiring a weekly rest-day for all employees under the Act.

These employees have been continually exempted from these provisions of the Act since 1938. As before, the exemptions apply only to operations in rural districts more than 10 miles from any city or in towns or villages of less than 1,000 population.

British Columbia Factories Act and Shops Regulation and Weekly Half-Holiday Act

A proclamation declaring Monday, November 12, 1945, a public holiday for the purposes of the Factories Act and Shops Regulation and Weekly Half-holiday Act, was issued on October 9, and gazetted October 25.

A similar proclamation under the Factories Act on September 14, 1944, declared October 9, 1944, a public holiday for Thanksgiving (L.G., 1944, p. 1283).

British Columbia Workmen's Compensation Act

Effective September 15, 1945, poisoning by cedar, hemlock, spruce or alder in lumbering, manufacturing, or other industry involving the handling or use of any of those woods and dermatitis in any process or industry which produces teak-dust or mahogany-dust are industrial diseases compensatable under the above Act. The Order of October 24, 1945, gazetted November 1, which made these additions to the schedule of diseases under the Act also struck from the schedule "poisoning from a wound by red cedar, western red cedar, Alaska cedar, yellow cedar, or yellow cypress in lumbering or manufacturing."

Ontario Hours of Work and Vacations With Pay Act

Additional regulations, approved under this Act by Order in Council on November 8 exempt from the Act members, students and apprentices of a number of professions, the funeral directing and embalming business, farming, domestic service, employees of a municipal fire-department, employees of steamship and railway companies, stevedores and others loading or unloading ships, persons working in grain elevators, and people employed in commercial fishing.

Overtime, formerly limited to 120 hours a year for an establishment with the approval of the Industry and Labour Board, may now be worked by each employee up to 100 hours a year. Engineers, watchmen, firemen, shippers and other persons "engaged in non-productive work", however, may work twelve hours weekly beyond the 48-hour limit set by the Act. Overtime not exceeding 30 hours for each employee may be worked without the Board's approval between November 1 and December 31, 1945.

The new Regulations also exempt professional workers, the funeral directing and embalming business, and farming and domestic

service, from that part of the Act which requires a week's holiday with pay to be given to every employee. Any person employed in the construction industry may now cash his "vacation with pay" stamps, which his employers must affix to his book, at any chartered bank, instead of only at a Provincial Savings Office.

Saskatchewan Apprenticeship Act

Regulations concerning apprenticeship in the printing trade in weekly newspaper plants and in the electrical trade were approved by Orders in Council on October 23, gazetted October 31, 1945. Regulations covering the motor vehicle repair trade and the building trades had been issued previously (L.G., 1945, p. 1208).

Apprentices must be at least 16 years of age and enter into contracts of apprenticeship which must be registered by employers at the office of the Director of Apprenticeship. An apprentice may be transferred from one employer to another in the same trade and must carry an identification card furnished by the Director to whom each employer must report as required.

In both the printing and electrical trades, the minimum term of apprenticeship is to be 4,000 hours, including a probationary period, but apprentices who have taken related technical or vocational school courses will be given credit for a period of time to be determined by the Director. Members of the Armed Forces may be exempted from the regulations or given credit, if they have had training under any plan of rehabilitation approved by the Department of Education or the Director of Apprenticeship. An electrical apprentice who must serve his term over a period of four years may also be given credit if he has held a limited contractor's licence for over four years. He may not work except under the supervision of a licensed journeyman or contractor.

Apprentices must take from one to three months of technical instruction in each year of their apprenticeship and are eligible for any living allowances being paid by the Government.

Wages of printing apprentices will begin at 42 per cent of a journeyman's rate for three months, rise to 46 per cent for the next three months, and then will increase every six months for four and one-half years, reaching 95 per cent for the last six months. The normal work-week for these wages will be 48 hours.

Electrical apprentices will receive 50 cents an hour for the first year, 57 cents for the second, 65 cents for the third and 80 cents

an hour for the fourth year, the normal work-week being 44 hours.

Apprentices on applying for certificates of registration must inform the Apprenticeship Board concerning qualifications, age, academic standing, etc. Candidates who have at least 4,000 hours of training to their credit and who fail on written examinations are permitted to try them a second time. Certifi-

cates awarded may be cancelled if proof of impersonation is found but 30 days' notice of the proposed cancellation must be given and appeal may be made to the Board.

The number of printing apprentices permitted in each plant is one for the first journeyman and one for every three journeymen thereafter. In the electrical trade the ratio is one apprentice for every journeyman.

Legal Decisions Affecting Labour

Registered Union in Britain may Sue for Libel in its own Name

THE English Court of Appeal on October 25 upheld a decision that a trade union registered under the Trade Union Acts, 1871-76, could sue in its own name for an alleged libel. Leave was given to appeal to the House of Lords. The case was reported in *The Times* of October 26.

The Court dismissed with costs an appeal by officers of the Chemical Workers' Union and by printers of the *Chemical Worker* against a judgment of Mr. Justice Birkett of the King's Bench Division holding that the plaintiff in the action, the National Union of General and Municipal Workers, a registered trade union, could bring an action for libel in its own name. A circular signed by the general secretary of the Chemical Workers' Union and sent to other officials of the union had imputed, so the plaintiff claimed, that the General and Municipal Workers' Union worked in collusion with employers and that it was a union to which no decent worker should belong. An article in the *Chemical Worker* discussed the statement made in the circular.

When the plaintiff union instituted a suit for libel, the defendants contended that the plaintiff was, at common law, an illegal association and so could not maintain an action for tort such as libel. This preliminary issue was directed to be tried before the action and was decided by Mr. Justice Birkett.

Lord Justice Scott, delivering judgment for the Appeal Court, said that the case was in reality a battle between two unions. He agreed completely with Mr. Justice Birkett. The legal questions at issue, which were of far-reaching importance, were as follows:—

- (1) Could any trade union sue in respect of a tort?
- (2) If generally it could, could it sue for a libel?
- (3) If in some cases some trade union might be at liberty to sue, could the plaintiff union sue for the libels alleged?

Defendants' counsel argued that since a union registered under the Acts of 1871-76 was neither a natural person nor a corporation, it could have no powers, and indeed no existence, except what might have been conferred in express terms by Parliament. Lord Justice Scott considered this argument fallacious: there was a *tertium quid*; a trade union had many activities, it had some existence and it was something. That Parliament omitted to give a generic name was immaterial; the 1871 Act had clothed an existing association of natural persons with what might be called co-operative personality so as to give it the status of a *persona juridica*.

Continuing, the Court emphasized that the primary object of the Trade Union Act, 1871-76, was to—

validate and encourage the exercise by trade unions of a whole group of industrial functions with a view to the establishment of good relations between employers and employed, an object of fundamental importance to the United Kingdom, which was in 1871 the leading industrial nation of the world. The functions in question fell under the general heading "collective bargaining"... The legislation in question contained many specific examples of attributes of legal personality expressly attributed to trade unions; for example, the right to own property, nominally vested in trustees; the right to register, and change, an identifying name; and the right to bring or defend actions in the name of the trustees.

The quality of legal personality thus clearly attributed to trade unions necessarily connoted the general power to do at any rate many of the things inherent in the legal concept of personality. He (his Lordship) could see no *prima facie* ground for limiting by an implication the powers normally attendant on legal personality. The true interpretation of the Acts, in his opinion, was that a trade union was given all the powers of a *persona juridica* except those solely characteristic of a natural person and those expressly excepted by the creating or enabling statute.

The policy of the Act was to encourage collective bargaining, the main feature of which was to collect the members on each bargaining side into coherent units. Enthusiasm for joint action was the driving force, and disintegration of a union was the

supreme danger. The men's union more especially must be able to protect itself against any form of attack calculated to arouse doubts and suspicions in the minds of members and to destroy the cohesion and will to act of the union, and the most effective power of defence was the right of action in the King's Courts, a vital right which he could not think that Parliament could possibly have intended not to confer.

It being assumed that a trade union could, generally speaking, sue in tort, he could see no ground for excluding an action for defamation. The merits of the present case were, of course, not before the Court.... If the answers given to the first two questions were correct, the answer to the third obviously was that the present case was typically one to which those answers applied.—*National Union of General and Municipal Workers v. Gillian and Others*, Court of Appeal, October 25, 1945.

*Obligation to Keep Moving Machinery Guarded
is Employer's Obligation under
British Factories Act*

The obligation imposed by the British Factories Act constantly to maintain and keep in position all machine guards while the parts required to be fenced or safeguarded are in motion or in use is an obligation on the factory owner, the Divisional Court held on June 21, 1945, in an appeal by a factory inspector by way of a stated case against the dismissal of an information laid against a company making hatters' fur. The judgment is summarized in the *Ministry of Labour Gazette* for September.

The information alleged that the knives of a fur-cutting machine were not securely fenced and in consequence a sixteen-year-old girl sustained injury. During the process of removing the fur from the pelts a considerable amount of dust and fluff, known as "flue", rises from the skins and is drawn by an exhaust draught into a tunnel at the back of the machine. At the top of this tunnel is an opening four inches wide and 12½ inches long with a sliding cover. The machine is stopped three times a day to clear away the accumulated flue. To do this, the young operator took off the cover while the machine was still in motion. Her hand was caught by the knives and severed at the wrist. There was a lever for shutting off power but the girl had never been instructed not to clear the flue while the machine was working.

The company contended that there was no case against them since, when the shutter was closed, the machine was securely fenced and there was no reason why the cover should be removed while the knives were running. To this the magistrates agreed and dismissed the charge.

The Factories Act, 1937, stipulates:

14. Every dangerous part of any machinery, other than prime movers and transmission machinery, shall be securely fenced unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises as it would be if securely fenced: Provided that, in so far as the safety of a dangerous part of any machinery cannot by reason of the nature of the operation be secured by means of a fixed guard, the requirements of this subsection shall be deemed to have been complied with if a device is provided which automatically prevents the operator from coming into contact with that part.

16. All fencing or other safeguards provided in pursuance of the foregoing provisions of this Part of the Act shall be of substantial construction, and constantly maintained and kept in position while the parts required to be fenced or safeguarded are in motion or in use, except when any such parts are necessarily exposed for examination and for any lubrication or adjustment shown by such examination to be immediately necessary;....

Mr. Justice Humphreys stated that Sec. 16 was a direction to and a requirement on the factory owners; it was they and not their employees who were bound to do this. No one had instructed the girl not to remove the cover while the machine was in motion. She had lost her hand through lack of instruction and not through carelessness. He added that the case might have been different if the operator had, in fact, been a careless girl who, having been told not to take the cover off, had taken it off contrary to orders. *Massey v. S and P. Lingwood Ltd.*, Divisional Court, June 21, 1945.

*English Court Awards Damages against Railway Company for not Providing Look-out
for Men Working on Permanent Way*

The English Court of Appeal on May 23, 1945, allowing with costs the plaintiff's appeal and awarding £1,500 damages, held that a railway company must provide a look-out for men working on the permanent way of a railway line even if the workmen were not classed by the company as "permanent way men". The judgment is reported in the *Ministry of Labour Gazette* of October, 1945.

The case arose when the widow of a signaller who had been killed by a train brought an action for damages against the London and North-Eastern Railway Company alleging a breach of statutory duty. The Prevention of Accident Rules, 1902, issued under the Railway Employment (Prevention of Accidents) Act, 1900, which authorized the making of such rules for "protection to permanent way men when laying or repairing a permanent way", include a rule requiring a good

look-out for men relaying or repairing a permanent way.

The company, admitting that no look-out had been provided, contended, however, that the rule did not apply in this case since signal-fitters were not in the same category as permanent way men. The company also contended that even if the deceased was a permanent way man, he was not at the time of his death "relaying or repairing the permanent way" but oiling the various signal connections. A lower court agreed with this defence and dismissed the action.

American State Laws on Employment of School Children

SIGNIFICANT among new American State laws concerning child labour are enactments in two States to limit the hours of employment of children who are required by law to attend school. In order that school-age children may derive the greatest advantage from their attendance at school, it has been found necessary to restrict the hours of employment outside school.

New York and Illinois have this year placed on the statute-books laws to regulate the work of school children. California has had such legislation for some years. In California and New York, the law applies to young persons up to 18 years of age; in Illinois, only to those under 16.

Effective January 1, 1946, the New York State law limits the hours of employment of children under 16 who attend school to 23 in a week instead of 44 and the hours of 16 and 17-year-olds to 28 in a week instead of 48. Young people between 16 and 17, enrolled in day school and working part-time in factories or any other business, trade or service may not work more than four hours on any school day or eight hours on any day school is not in session, nor more than 28 hours in any school week, nor more than six days a week. Children selling or distributing newspapers or working on farms are the only exceptions.

Day students under 16 working part-time in any trade, business or service (farm labour excepted) may not work more than three hours on any school day, or eight hours on any day school is not in session, nor more than 23 hours in any school week nor more than six days a week.

A survey of working students conducted in nine cities of the State before the passage of the Act showed that almost two-fifths of all high school children under 18 were working at jobs as well as going to classes, in many cases to the detriment of their health and education. Medical officers found that the children were too tired to do their school work properly and those students who worked 20 or more hours a week were found to be retarded in

The Appeal Court held, however, that the expression "permanent way men" referred to people working in a place which was part of a permanent way and not to any technical division of classes of workmen made by the company. The Court also ruled that the deceased had been "repairing" the permanent way at the time of his death since the word meant in the present context "maintaining in a state of efficiency".—*Berriman v. London and North-Eastern Railway Co.*, Court of Appeal, May 23, 1945.

attaining grades they would be capable of otherwise.

In Illinois, school children under 16, working part-time, may not work more than three hours a day, except on farms, and the limit of eight hours a day for school and work combined is continued. The new law, which will go into effect six months after the war has been declared over, raises the minimum age for employment in school hours from 14 to 16 years.

In California, the combined hours of school and work of 16 and 17-year-olds as well as those under 16 are restricted. For all under 18, except those engaged in agriculture or domestic service, the daily maximum is eight hours, including the time spent in school, and the weekly maximum 48 hours.

Of interest is the law in Britain which forbids entirely the employment of children under the age of twelve years, the employment of those under 14 before the close of school on any school day or before 6 a.m. or after 8 p.m., or for more than two hours on any school day or on Sunday. The Education Act, 1944, made provision for raising the school-leaving age first to 15 years, and subsequently to 16 years, but if it proved not practicable to raise the age under present conditions because of the lack of buildings and shortage of teachers, the Minister was empowered to retain the present leaving age of 14 years not later than April 1, 1947.

The International Labour Convention concerning the minimum age for non-industrial employment as revised in 1937 would prohibit the employment of children under 15 in non-industrial employment but would permit children over 13 to do light work outside school hours which is not harmful to their health, or is not likely to hinder their attendance and progress at school. No child under 14 may be employed on light work for more than two hours on any school day or holiday nor spend more than seven hours per day at school and light work combined. Light work is to be prohibited on Sundays, legal public holidays and during the night.

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment in Canada.

The employment situation at the beginning of October, 1945, as reported by employers.—Important recessions in industrial activity were shown by reports received by the Dominion Bureau of Statistics at the beginning of October. The curtailment took place almost entirely in manufacturing; the trend in the non-manufacturing industries as a whole, was upward, in spite of some reductions in employment in mining, services, and transportation, during September. There was an overall decline of 42,437 persons, or 2·4 per cent in the staffs of the 15,541 firms that made returns. The number of employers reported at October 1, was 1,724,549, of whom 417,677 were women, a ratio of 242 per thousand.

The unadjusted index number of employment in the eight leading industries, calculated on the 1926 average as 100, fell from 172·8 at September 1, to 168·7 at October 1, 1945, as compared with 183·3 at October 1, 1944, and 187·5 at October 1, 1943.

In manufacturing, 53,281 workers were released by the firms that submitted reports. This loss of 5·1 per cent from September 1, was the greatest indicated in any autumn in the last 25 years. Some 52,900 of those released were employed in the iron and steel industries, or a decline of 15·3 per cent. The shrinkage in these industries was attributed to the cancellation of war contracts, augmented, directly and indirectly, by strikes in the automotive division.

The per capita earnings in the eight leading industries advanced from \$32.06 at September 1 to \$32.08 at October 1, as compared with \$32.36 at October 1, 1944 and \$31.53 at October 1, 1943.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit declined somewhat in October as compared with September, the numbers being 36,717 and 40,473 respectively and 6,222 in October, 1944.

Report on Employment Conditions, November, 1945.—Continuing the trend which has been evident for the past few months, the demand for labour showed a further decrease while, at the same time, the number of

unplaced applicants rose sharply. At November 22, the manpower requirements of Canadian industries, exclusive of agriculture, totalled 103,687 (74,819 men and 28,868 women) as compared with 140,430 at October 18, five weeks earlier. While there is some slackening in the labour needs of all industry groups, the demand for workers in the logging industry remains at a high level. The supply of available labour as indicated by the number of unplaced applicants registered at employment offices, continued to increase, and at November 23 totalled 172,068 (134,238 men and 37,830 women).

Applications for Employment; Vacancies and Placements; October, 1945.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the five weeks September 28 to November 1, 1945, showed reductions in the daily average of placements effected both when compared with the previous four weeks and with the five-week period September 29 to November 2, 1944. Under the first comparison forestry and logging, mining and services showed moderate gains, fishing, hunting and trapping remained unchanged and all other industrial groups recorded losses the most noteworthy being in manufacturing, agriculture, trade and construction. In comparison with the five weeks ending November 2, last year, the substantial gain in construction and moderate increase in mining were greatly offset by heavy reductions in manufacturing, trade, forestry and logging and services and minor decreases in finance and insurance, public utilities and agriculture. Vacancies during the five weeks September 28 to November 1, 1945, numbered 237,505 applications 282,877 and placements in regular and casual employment 147,197.

Unemployment in Trade Unions.—The percentage of unemployment among members of trade unions increased to 1·4 at the end of the September quarter, nearly three times the ·5 per cent recorded at June 30, 1945. This is the highest percentage shown since February, 1943, when it stood at 1·5. For September, 1944, the percentage was ·3. In September, 1939, it was 9·1.

The September, 1945 figure was based on reports received from 2,307 local labour organizations, having a total membership of 377,495.

The Employment Situation at the Beginning of October, 1945, as Reported by Employers

THE latest survey of employment and pay-rolls made by the Dominion Bureau of Statistics shows further important recessions in industrial activity at the beginning of October. The curtailment took place almost entirely in manufacturing; the trend in the non-manufacturing industries as a whole was upward, in spite of some reductions in employment in mining, services and transportation, as compared with Sept. 1. However, the expansion in the remaining non-manufacturing industries did not suffice to offset the shrinkage in manufacturing, and in the month, there was a decline of 42,437 persons, or 2·4 per cent, in the staffs of the 15,541 firms making returns; their employees at October 1 numbered 1,724,549, of whom 417,677 were women, a ratio of 242 per thousand.

The unadjusted index number of employment in the eight leading industries, calculated on the 1926 average as 100, fell from 172·8 at September 1 to 168·7 at October 1, 1945, as compared with 183·3 at October 1 of last autumn, and 187·5 at October 1, 1943. In the 12 months, there has thus been a falling-off of eight per cent in the number of persons in recorded employment. The general contraction at the date under review was contrary to the usual movement at the beginning of

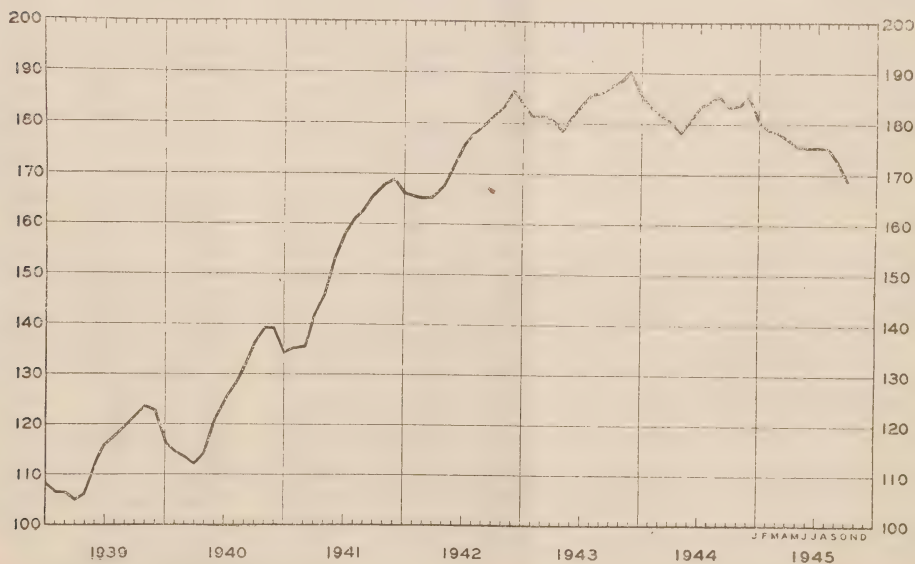
October in the experience of pre-war years, so that the seasonally-corrected index also declined, falling from 166·1 at September 1 to 160·5 at the date under review.

In manufacturing, the workers released by the co-operating establishments totalled 53,281; this loss of 5·1 per cent from September 1 was the greatest indicated in any autumn in the last 25 years, having rarely been exceeded in any month in this period. The few occasions on which the recessions were on a larger scale were at January 1 in several years. The general trend had also been unfavourable at the first of October of 1944, when the reduction was on a decidedly smaller scale; the index of employment in manufacturing then exceeded the latest figure of 188·4 by 15·8 per cent.

Employment in iron and steel showed particularly marked curtailment, some 52,900 persons being laid off since September 1 by the firms furnishing information. This decline of 15·3 per cent, which was much the greatest ever indicated, reduced activity to its lowest level since the early autumn of 1941. The shrinkage in employment in these industries resulting from the cancellation of war contracts was augmented by that due, directly and indirectly, to strikes in the automotive

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



division. The lumber, electrical apparatus, non-ferrous metal, chemical, miscellaneous manufactured products, and some other groups also afforded considerably less employment than at September 1, the most noteworthy of these losses being that of 3,200 in chemical manufacturing. On the other hand, several industries showed improvement, partly seasonal in character. The largest increases were those of more than 8,700 employees in vegetable foods and some 2,450 in textiles; in both cases, the advances were above-average for the time of year.

The commencement of seasonal operations in logging resulted in substantial expansion in employment in that industry, in which, however, the number added to the payrolls was somewhat smaller than at October 1, 1944;

the percentage gain was also less-than-normal. There were rather moderate advances in communications and construction, together with a decided seasonal increase in trade, notably in retail establishments. On the other hand, metallic ore mining released some employees, and the trend was also unfavourable in services and transportation. The most pronounced of these declines was that of 1,346, or 0.8 per cent, in the last-named.

The Sex Distribution of Workers in Recorded Employment

In the changing industrial situation consequent upon the termination of hostilities, particular interest attaches to the matter of sex distribution of employees.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision).

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	135.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.82	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.4	32.88
July 1.....	114.9	144.5	32.32	123.2	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54

A brief review of the latest statistics shows that since April 1, recorded employment in the eight leading industries has declined by some 84,000 workers, the loss amounting to 4.6 per cent; of the former number, over 47,100 were women, who constituted about 56

per cent of all those released by the co-operating firms. Also in the last six months, manufacturing showed an estimated reduction of nearly 128,500 persons, or 11½ per cent; of the number laid off, over 46,500 were females, who thus made up some 36 per cent of the

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at October 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at October 1 and September 1, 1945, with Comparative Figures for October 1, 1944, where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Oct. 1, 1945	Aggregate Weekly Payrolls at Oct. 1, 1945	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Oct. 1, 1945	Sept. 1, 1945	Oct. 1, 1944	Oct. 1, 1945	Sept. 1, 1945	Oct. 1, 1944	Oct. 1, 1945	Sept. 1, 1945	Oct. 1, 1944
(a) PROVINCES		\$	\$	\$							
Maritime Provinces.....	130,954	3,955,643	30-21	30-15	31-10	111-9	113-6	124-1	154-7	156-8	177-0
Prince Edward Island.....	2,559	68,475	26-76	26-99	27-05	116-0	122-5	124-9	146-6	156-3	160-1
Nova Scotia.....	78,008	2,404,947	30-83	30-87	32-52	110-6	112-6	122-5	151-4	154-2	177-2
New Brunswick.....	50,387	1,482,221	29-42	29-20	29-13	114-1	115-3	127-1	160-8	161-3	177-6
Quebec.....	522,650	16,175,576	30-95	30-85	31-05	111-3	113-2	123-2	144-1	146-1	159-8
Ontario.....	703,145	22,776,214	32-39	32-49	33-02	105-1	108-6	115-3	125-7	130-2	140-3
Prairie Provinces.....	204,179	6,649,318	32-57	32-67	33-37	114-9	114-7	115-4	142-5	142-7	142-2
Manitoba.....	93,249	3,020,056	32-39	32-54	31-70	113-2	112-9	114-0	138-3	138-4	136-2
Saskatchewan.....	41,101	1,288,120	31-34	31-44	31-14	111-9	111-9	110-0	138-6	139-3	136-0
Alberta.....	69,829	2,341,142	33-53	33-58	33-95	119-1	118-9	120-5	150-7	150-6	154-4
British Columbia.....	163,621	5,766,941	35-25	34-71	34-80	129-3	136-1	137-6	161-1	167-0	169-5
CANADA.....	1,724,549	55,323,692	32-08	32-06	32-36	110-5	113-2	120-0	137-8	141-1	151-0
(b) CITIES											
Montreal.....	255,260	8,193,973	32-10	32-00	33-42	116-6	119-9	131-5	146-9	150-6	167-8
Quebec City.....	28,780	830,690	28-86	28-22	30-87	119-8	128-6	163-9	164-8	176-2	243-9
Toronto.....	229,672	7,474,159	32-54	32-66	32-66	113-2	117-3	127-7	137-3	142-6	155-1
Ottawa.....	20,733	590,360	28-47	28-37	27-82	103-7	104-1	112-9	127-8	127-7	135-9
Hamilton.....	55,488	1,821,004	32-82	32-55	32-95	104-0	104-3	111-4	123-8	123-2	133-3
Windsor.....	22,453	892,319	39-74	39-72	43-98	70-9	112-4	123-6	74-6	118-2	142-8
Winnipeg.....	59,675	1,762,402	29-53	29-90	28-69	115-1	114-5	118-3	134-1	135-0	133-9
Vancouver.....	75,795	2,547,364	33-61	33-37	33-82	147-9	161-9	163-5	187-7	204-1	210-2
Halifax.....	24,064	690,468	28-69	29-42	31-02	137-1	136-4	146-8	173-0	176-5	194-7
Saint John.....	12,267	349,446	28-49	29-17	29-74	117-2	123-1	126-6	157-0	168-9	176-8
Sherbrooke.....	8,993	240,943	26-79	25-70	26-21	102-1	101-9	106-0	130-5	124-9	130-9
Three Rivers.....	9,005	258,921	28-75	28-97	29-63	112-8	118-2	134-1	127-2	134-3	158-6
Kitchener-Waterloo.....	16,698	500,656	29-98	29-83	29-65	112-1	112-9	107-8	143-2	147-3	141-4
London.....	20,413	616,226	30-19	30-20	29-74	114-5	119-6	119-2	136-7	142-9	140-8
Fort William-Port Arthur.....	10,775	392,778	36-45	34-07	39-01	76-3	78-0	119-1	103-9	99-5	173-4
Regina.....	10,285	289,555	28-15	27-72	28-07	113-4	109-5	108-6	139-2	132-3	133-0
Saskatoon.....	6,492	178,023	27-42	26-67	26-31	130-4	126-6	119-5	162-3	154-4	139-8
Calgary.....	17,884	558,864	31-25	31-44	30-53	116-0	116-4	117-2	136-2	137-5	139-9
Edmonton.....	17,345	521,461	30-06	29-76	29-40	127-9	125-6	133-0	158-8	154-4	162-6
Victoria.....	13,355	430,015	32-20	32-70	33-06	158-2	174-8	165-8	204-0	228-9	218-2
(c) INDUSTRIES											
Manufacturing.....	989,730	32,206,729	32-54	32-58	33-02	112-1	118-2	133-2	140-4	148-0	169-2
Durable Goods ¹	461,018	16,402,278	35-58	35-38	36-69	108-1	122-1	146-7	137-2	154-2	192-0
Non-Durable Goods.....	508,291	15,045,945	29-60	29-53	28-54	116-3	114-7	121-4	145-1	142-7	146-0
Electric Light and Power.....	20,421	758,506	37-14	36-17	37-08	106-9	108-7	98-3	122-9	121-7	113-0
Logging.....	61,968	1,702,833	27-48	27-47	26-51	129-6	114-6	114-3	179-1	158-2	152-6
Mining.....	67,631	2,641,106	39-05	38-25	39-11	81-0	81-2	85-0	100-4	98-5	105-5
Communications.....	33,179	1,049,800	31-64	31-75	31-10	127-4	127-0	114-8	143-9	148-9	131-9
Transportation.....	164,463	6,433,264	39-12	38-59	38-72	128-8	129-9	126-7	156-9	156-1	153-0
Construction and Maintenance.....	159,798	4,889,391	30-60	30-63	30-82	89-7	89-1	82-2	120-4	119-8	110-9
Services.....	52,467	1,057,623	20-16	19-78	19-46	122-8	124-7	120-2	154-7	154-0	143-1
Trade.....	195,313	5,342,946	27-36	27-28	26-30	112-6	104-6	105-7	130-9	127-3	119-1
Eight Leading Industries.....	1,724,549	55,323,692	32-08	32-06	32-36	110-5	113-2	120-0	137-8	141-1	151-0
Finance.....	69,372	2,363,983	34-08	33-53	32-41	115-4	112-0	110-7	136-4	130-2	124-5
Total—Nine Leading Industries.....	1,793,921	57,687,675	32-16	32-11	32-36	110-7	113-2	119-7	137-7	140-6	149-9

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

total. These comparisons are complicated by the seasonal movements in industry from the early spring to the autumn.

In the comparison with October 1, 1944, which is more valid in that it eliminates the seasonal factor, there was at the date under review a reduction of 5.6 per cent in the number of men, and of 14.6 per cent in the number of women reported by firms furnishing data in the eight major industries; the general loss in employment for both sexes was eight per cent. The estimated number of employees released in the year was 149,400, made up of 78,000 men and 71,400 women, the latter constituting nearly 48 per cent of the total dismissals.

The women workers reported by manufacturers at October 1, 1945, numbered 257,617. The decline in recorded employment in the last 12 months may be estimated at 22.5 per cent in the case of women, and 13.1 per cent in the case of men, that among workers of both sexes being 15.8 per cent. The latter represents a loss of some 185,200 persons, of whom approximately 74,900, or 40.4 per cent

were women. Thus the decrease among men workers in the 12 months exceeded that among women; the females laid off in the year nevertheless constituted a greater proportion of their total number than was the case among males. At the date under review women made up 260 per 1,000 employees.

The proportion of women at the beginning of October last autumn had been 283, the highest on record.

Payrolls

The salaries and wages disbursed at October 1 by the co-operating establishments in the eight leading industries aggregated \$55,323,692, as compared with \$56,644,714 at September 1. The difference amounted to 2.3 per cent, while the loss in employment was 2.4 per cent. There was accordingly a slight gain in the average earnings per employee, which rose from \$32.06 at September 1, to \$32.08 at the beginning of October, as compared with \$32.36 at October 1, 1944; in preceding years for which data are available, the October 1 per capita figures were as follows: 1943, \$31.53;

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1929.....	125.6	123.7				120.2	128.4	134.2				118.2
Oct. 1, 1930.....	116.2	116.2				113.0	114.6	130.0				112.1
Oct. 1, 1931.....	103.9	102.6				101.6	99.3	129.1				95.9
Oct. 1, 1932.....	86.7	84.9				85.8	86.1	94.6				82.1
Oct. 1, 1933.....	90.4	90.9				89.1	89.6	98.7				85.6
Oct. 1, 1934.....	100.0	103.1				96.0	104.8	95.7				95.4
Oct. 1, 1935.....	106.1	112.9				103.1	108.1	102.7				106.0
Oct. 1, 1936.....	110.1	117.9				106.0	112.6	108.6				108.1
Oct. 1, 1937.....	125.7	134.9	100.6	132.7	159.5	127.3	130.4	107.6	99.2	120.4	112.2	117.9
Oct. 1, 1938.....	116.7	114.5	106.6	124.4	102.8	121.6	115.8	113.2	100.1	142.0	114.2	111.3
Oct. 1, 1939.....	121.7	117.9	103.2	130.5	103.4	126.4	121.4	116.4	104.9	134.7	121.8	118.7
Oct. 1, 1940.....	136.2	128.2	132.5	138.8	115.2	142.8	140.9	118.1	108.7	124.6	128.4	127.8
Oct. 1, 1941.....	165.8	175.4	121.1	194.8	154.6	173.9	172.2	134.3	129.2	128.7	146.1	149.4
Oct. 1, 1942.....	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	134.3	146.9	183.6
Oct. 1, 1943.....	187.5	190.8	125.5	218.4	159.8	203.0	187.2	146.4	139.2	137.1	163.5	197.4
Oct. 1, 1944.....	183.3	189.1	133.8	205.7	171.5	193.8	185.9	148.0	142.1	140.1	162.1	185.6
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Feb. 1.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Mar. 1.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
April 1.....	176.9	180.5	121.0	192.3	169.2	185.2	183.0	141.2	137.3	132.2	153.2	173.0
May 1.....	175.5	183.1	113.9	196.7	170.1	184.9	180.1	139.3	135.2	132.0	150.3	172.4
June 1.....	175.3	181.0	121.8	191.9	170.7	184.3	178.9	141.8	137.6	136.5	151.6	175.5
July 1.....	175.5	177.7	128.8	194.7	159.0	181.9	179.8	144.6	138.9	140.7	155.7	180.4
Aug. 1.....	175.0	176.4	127.9	192.9	158.2	181.6	177.9	147.5	141.3	144.4	158.9	180.1
Sept. 1.....	172.6	173.2	131.2	189.1	155.5	178.1	175.2	147.2	140.8	142.6	159.9	183.6
Oct. 1.....	108.7	170.5	124.2	185.7	153.9	175.0	169.6	147.4	141.1	142.6	160.2	174.4
Relative weight of Employment by Provinces and Economic Areas as at October 1, 1945.....	100.0	7.6	.2	4.5	2.9	30.3	40.8	11.8	5.4	2.4	4.0	9.5

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Oct. 1, 1945	Sept. 1, 1945	Oct. 1, 1944	Oct. 1, 1939
Manufacturing	57.4	188.4	198.6	223.7	119.7
Animal products—edible.....	2.8	238.8	235.2	229.1	151.2
Fur and products.....	-2	146.7	141.3	126.9	110.3
Leather and products.....	1.7	142.5	141.9	135.6	119.5
Boots and shoes.....	1.1	132.0	131.0	124.5	120.3
Lumber and its products.....	4.0	126.4	130.9	124.4	91.1
Rough and dressed lumber.....	2.2	107.2	111.1	104.4	83.0
Furniture.....	-7	134.7	131.4	124.9	86.0
Other lumber products.....	1.0	321.0	205.6	209.1	121.7
Musical instruments.....	-0.4	32.1	30.4	28.5	58.2
Plant products—edible.....	3.9	208.1	177.0	214.1	160.3
Pulp and paper products.....	5.4	148.1	148.3	137.7	111.8
Pulp and paper.....	2.4	134.8	137.5	125.3	101.5
Paper products.....	1.0	225.5	221.6	209.4	138.3
Printing and publishing.....	2.0	139.8	138.2	130.3	116.0
Rubber products.....	1.3	173.2	178.0	171.2	114.7
Textile products.....	8.0	159.0	156.2	154.9	126.5
Thread, yarn and cloth.....	2.9	158.5	156.9	154.9	135.0
Cotton yarn and cloth.....	1.3	107.5	106.8	108.1	102.7
Woollen yarn and cloth.....	-7	168.7	167.0	165.7	147.3
Artificial silk and silk goods.....	-7	622.8	614.8	598.8	443.5
Hosiery and knit goods.....	1.3	148.8	145.7	143.6	127.5
Garments and personal furnishings.....	2.9	163.7	158.4	155.7	121.0
Other textile products.....	-9	161.9	163.4	170.4	115.8
Tobacco.....	-6	126.3	121.5	124.5	99.1
Beverages.....	-9	283.7	274.6	263.4	186.9
Chemicals and allied products.....	2.7	365.2	389.9	611.7	170.5
Clay, glass and stone products.....	1.0	145.6	145.5	130.9	97.8
Electric light and power.....	1.2	160.2	162.9	147.3	141.7
Electrical apparatus.....	2.3	267.4	279.9	323.1	136.1
Iron and steel products.....	17.0	215.0	253.7	318.9	101.5
Crude, rolled and forged products.....	1.8	228.8	237.7	245.5	145.3
Machinery (other than vehicles).....	1.3	213.7	216.3	218.2	119.9
Agricultural implements.....	-7	140.3	139.9	128.1	51.2
Land vehicles and aircraft.....	5.9	161.2	212.1	296.4	88.4
Automobiles and parts.....	1.5	171.3	269.3	291.0	114.7
Steel shipbuilding and repairing.....	2.6	876.3	1,068.2	1,341.1	74.7
Heating appliances.....	-3	178.4	180.0	173.2	139.5
Iron and steel fabrication (n.e.s.).....	-9	235.5	249.5	289.6	120.8
Foundry and machine shop products.....	-5	198.3	211.9	234.0	114.6
Other iron and steel products.....	3.0	241.5	277.6	361.8	113.7
Non-ferrous metal products.....	2.4	295.5	315.6	411.9	164.9
Non-metallic mineral products.....	1.0	217.0	223.2	212.1	163.6
Miscellaneous.....	1.0	297.6	325.9	350.9	150.3
Logging	3.6	205.2	181.4	181.0	115.6
Mining	3.9	143.6	143.9	150.6	170.3
Coal.....	1.4	90.4	89.4	95.5	92.2
Metallic ores.....	1.8	236.7	241.5	257.6	352.0
Non-metallic minerals (except coal).....	-7	184.1	181.1	173.5	150.7
Communications	1.9	123.8	123.4	111.6	87.5
Telegraphs.....	-4	136.5	135.4	129.8	101.4
Telephones.....	1.5	120.0	119.7	106.6	83.7
Transportation	9.5	127.3	128.3	125.2	94.8
Street railway cartage and storage.....	2.9	197.5	196.4	188.7	133.9
Steam railways.....	5.2	110.5	111.1	107.9	84.3
Shipping and stevedoring.....	1.4	107.6	112.7	118.0	91.2
Construction and Maintenance	9.3	124.7	123.9	114.2	131.5
Building.....	3.1	122.1	115.2	100.0	82.0
Highway.....	3.6	155.8	158.3	149.0	245.3
Railway.....	2.6	99.2	101.7	97.2	75.3
Services	2.1	209.9	213.1	205.4	136.1
Hotels and restaurants.....	2.0	208.3	215.5	207.8	131.2
Personal (chiefly laundries).....	1.1	213.0	208.2	201.3	144.6
Trade	11.3	176.5	172.2	165.7	138.6
Retail.....	8.2	182.4	176.7	171.8	142.6
Wholesale.....	3.1	162.6	161.3	150.5	127.8
Eight Leading Industries	100.0	168.7	172.8	183.3	121.7
Finance		134.0	130.0	128.5	
Banks and trust companies.....		137.1	133.4	132.7	
Brokerage and stock market.....		191.7	189.7	148.2	
Insurance.....		126.5	122.1	121.7	
Nine Leading Industries		167.0	170.8	180.6	

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

1942, \$29.51, and 1941, \$26.37. Curtailment in overtime work and changes in the industrial distribution of the persons in recorded employment in the last 12 months are the factors mainly responsible for the reduction in the average at the date under review as compared with October 1, 1944. Since then, the index of employment for the eight leading industries has declined by eight per cent, while the aggregate weekly payrolls have fallen by 8.7 per cent. The falling-off in the average earnings amounted to 0.9 per cent; the losses in each case were heightened by the strike in the automotive industry, in which the earnings generally exceed the average.

If the statistics for the finance group be added to those given above for the eight leading industries, the latest survey shows a total of 1,793,921 persons in recorded employment at the beginning of October, as compared with 1,834,304 at the first of September. The latest aggregate weekly payroll was \$57,687,675, being lower by 2.1 per cent than that of \$58,901,767 reported at September 1. The per capita earnings in the nine leading industries advanced from \$32.11 at that date, to \$32.16 at October 1, as compared with \$32.36 at October 1, 1944, \$31.52 at October 1, 1943, \$29.55 at October 1, 1942, and \$26.46 at October 1, 1941.

Table 2 summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the 20 leading industrial cities, and gives comparisons as at September 1, 1945, and October 1, 1944. Table 1 gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls since 1941.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926 = 100, to June 1, 1941, as 100. Table 1 indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 10½ per cent, while the aggregate weekly payrolls of those workers are higher by 37.8 per cent. Includ-

ing finance, the gain in employment from June 1, 1941, to October 1, 1945, amounted to 10.7 per cent, and that in payrolls, to 37.7 per cent. The explanation given in preceding reports for the much greater rise in the salaries and wages than in the numbers employed may again be stated:—(1) the concentration of workers still existing in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates from February 15, 1944; (3) the progressive up-grading of employees as they gain experience in their work and (4) the granting of higher wage-rates in numerous cases.

As a result of wartime demands on industry, there have been especially important gains in employment and payrolls in factories, in which the rate of expansion in the period for which statistics of payrolls are available, though now diminishing, has been decidedly greater than in the non-manufacturing industries; the index of employment in manufacturing at October 1, 1945, was higher by 12.1 per cent than at June 1, 1941, and that of payrolls, by 40.4 per cent while in the non-manufacturing industries taken as a unit the gains amounted to eight per cent and 34.3 per cent in the case of employment and payrolls, respectively. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Report on Employment Conditions, November, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

DURING November, the accelerated demobilization of armed service personnel, together with a slackening in the labour needs of some seasonal industries, increased substantially the supply of available labour, while, at the same time, Canada's manpower requirements continued to drop sharply. At November 22 the number of applicants registered in local employment offices exceeded the demand for workers by more than 68,000. Labour requirements of Canadian industries (excluding agriculture) as measured by the number of unfilled vacancies¹ totalled 103,687 (74,819 male and 28,868 female) as compared with the need for 140,430 at October 18, five weeks earlier. The present labour situation is considerably easier than at November 23, 1944, the corresponding reporting date last year, when vacancies totalled 163,972. Although the decrease in demand during the five weeks from October 18 to November 22, 1945 was common to all industry groups, labour requirements of the logging industry continue at a high level. All regions report a considerable slackening in labour requirements, with the Ontario Region accounting for almost half the total decline. Demand for male labour decreased by over 30,000 during the month to total 74,819 at November 22, while unfilled vacancies for female workers declined by 4,550 and at the November date totalled 28,868. Table I shows unfilled vacancies by main industry group and by sex, as at November 22 with absolute and percentage changes in total demand during the past month.

The number of unplaced applicants² continued to rise during the month and at November 23 totalled 172,068 (134,238 male and 37,830 female); this represents an increase of 31,921 since October 19, five weeks earlier. The seasonal slackening in manpower needs, together with the shortage of raw materials, is

hampering the placement of available applicants. Many applicants, who are qualified for unskilled work only, cannot be absorbed by hard-pressed industries such as logging, mining and textiles, since the number of unskilled workers that can be employed is in direct ratio to the number of skilled. Table II shows labour demand and supply by main occupational groups and by sex, as at November 23, 1945.

Logging

Every effort is being made to supply woods operators with sufficient labour in order to increase the production of lumber which is urgently needed for construction projects, as well as to ensure a considerably larger pulpwood cut which is essential if Canada is to regain her export markets for this product. Although the response to the publicity campaign, carried on through the medium of the press, radio, and films has been encouraging, a substantial demand for experienced workers still persists. Manpower requirements at November 22 totalled 30,754 which represents a decline of 7,302 from the peak reached at November 1. The demand for labour for pulpwood logging in the Quebec Region alone accounted for more than half the total requirements in Canada. While the situation has been relieved considerably by off-season agricultural workers, employment offices in urban areas are still endeavouring to attract former war plant workers and discharged service personnel to the logging industry.

Mining

Labour requirements of the mining, primary smelting and refining industries dropped sharply during the month. Demand at November 22 totalled 4,201 as compared with 7,368 five weeks earlier. All regions report a demand for experienced miners and, until more are available, additional unskilled labour cannot be employed. The reinstatement of ex-service personnel, as well as the off-season employment of farm workers, has relieved the labour situation considerably, but in many districts, placement of applicants has been hampered by the lack of adequate housing accommodation. In the Maritime and Prairie Regions the shortage of certificated coal miners continues to handicap production.

Manufacturing

During November, demand for workers in the manufacturing industries decreased substantially; at November 22, labour requirements totalled 27,835 as compared with 41,020

¹ Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated.

² Unplaced Applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unconfirmed Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

at October 18, five weeks earlier. Ex-service personnel, together with former war workers, have greatly alleviated the labour situation in this industry group. There is, moreover, a considerable seasonal slackening in the labour requirements of some industries and in others, expansion is hampered by the shortage of raw materials.

All industries show a decline in the need for workers, particularly the textile and food processing industries. While the situation in the textile industry is considerably improved, there are still vacancies for both skilled and unskilled workers. In many localities, however, where there is a demand for workers, the lack of housing accommodation deters the placement

TABLE I—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 22, 1945
(excluding Agriculture)

Industry	Male	Female	Total	Change from October 18, 1945	
				Absolute	Percentage
Logging—					
Pulpwood.....	22,370	15	22,385	— 1,075	— 4.6
Lumber.....	7,202	15	7,217	— 2,108	— 22.6
Other Logging.....	1,150	2	1,152	— 147	— 11.3
Total.....	30,722	32	30,754	— 3,330	— 9.8
Mining and Manufacturing—					
Coal Mining.....	1,558	4	1,562	— 526	— 25.2
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	207	15	222	— 183	— 45.2
Nickel.....	2	.....	2	— 38	— 95.0
Other Base Metals.....	705	7	712	— 658	— 48.0
Other Mining and Oil Producing.....	1,692	11	1,703	— 1,762	— 50.9
Aircraft and Parts.....	145	95	240	— 88	— 26.8
Shipbuilding and Repairs.....	438	7	445	— 530	— 54.4
Guns and Ammunition.....	163	44	207	— 69	— 25.0
Mechanical Transport and Armoured Fighting Vehicles.....	215	24	239	— 237	— 49.8
Secondary Metal Industries (excluding Machinery and Equipment).....	1,644	325	1,969	— 712	— 26.6
Electrical Machinery and Equipment.....	257	133	390	— 354	— 47.6
Other Machinery and Equipment.....	1,970	195	1,265	— 374	— 22.8
Chemicals and Non-Metallics.....	1,333	279	1,612	— 973	— 37.6
Food Processing.....	1,606	1,172	2,778	— 2,505	— 48.0
Textiles and Products.....	2,282	7,001	9,283	— 3,703	— 28.5
Wood Products.....	3,065	214	3,279	— 1,649	— 33.5
Pulp and Paper.....	820	304	1,124	— 1,050	— 48.3
Rubber and Leather.....	737	1,352	2,089	— 508	— 19.6
Other Manufacturing.....	1,320	1,595	2,915	— 373	— 11.3
Total.....	19,259	12,777	32,036	— 16,352	— 33.8
Construction.....	8,293	64	8,357	— 7,665	— 47.8
Transportation.....	3,660	110	3,770	— 3,075	— 44.9
Other Public Utilities.....	690	400	1,090	— 449	— 29.2
Public and Professional Service.....	1,794	2,199	3,993	— 1,480	— 27.0
Trade, Finance and Other Service.....	10,401	13,286	23,687	— 4,392	— 15.6
Grand Total.....	74,819	28,865	103,687	— 36,743	— 26.2

TABLE II—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT NOVEMBER 23, 1945

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,645	424	2,069	6,211	689	6,900
Clerical Workers.....	1,394	3,428	4,822	9,945	7,690	17,635
Sales Workers.....	2,274	3,320	5,594	6,635	4,712	11,347
Service Workers.....	2,559	7,824	10,383	6,803	5,807	12,610
Fishermen.....	72	.....	72	140	.....	140
Skilled and Semiskilled Workers.....	47,958	6,756	54,714	49,753	7,683	57,436
Textile and Clothing Workers.....	1,289	5,294	6,583	550	2,367	2,947
Loggers.....	27,921	.....	27,921	2,615	.....	2,615
Miners.....	2,030	.....	2,030	698	.....	698
Construction Workers.....	5,531	.....	5,531	7,072	.....	7,072
Metalworkers.....	2,211	119	2,330	13,016	1,082	14,998
Other Skilled and semi-skilled Workers.....	8,976	1,343	10,319	25,772	3,334	29,106
Unskilled Workers.....	16,334	7,216	23,550	54,751	11,249	66,000
Total.....	72,236	28,968	101,204	134,238	37,830	172,068

of available applicants from other areas. At November 22, demand in this industry totalled 9,283, which represents a decline of 3,703 since October 18; the labour needs of firms manufacturing men's and boys' clothing and women's and misses' outerwear accounted for almost half the November requirements. The manpower needs of the food processing industries dropped sharply during the month. Meat packing plants, generally, are fully staffed and no difficulty is expected in securing sufficient labour to handle the present livestock run. Demand for workers in the meat products industry decreased by more than 50 per cent during the five weeks under review, to total 693 at November 22. With the canning and preserving season almost over there has been a similar slackening in the requirements of this industry.

The labour needs of secondary metals industries decreased from 2,681 at October 18 to 1,969 at November 22; iron and steel foundries required 451 additional workers, with moulders continuing in short supply. A decline of 973 brought the labour requirements of the chemicals and non-metallics industry to 1,612 at November 22; firms manufacturing glass and glass products accounted for more than half this demand.

Construction

The effect of an easier labour market is evident in the sharp decrease in the manpower requirements of the construction industry; at November 22, the need for 8,357 workers represented a decline of approximately 50 per cent since October 18. Demand at the present time is mainly for experienced tradesmen, such as carpenters, bricklayers, masons and plasterers. The shortage of these skilled workers, as well as the continuing short supply of building ma-

terials, is delaying many construction projects, and until more skilled men and materials become available little improvement in the situation is anticipated. With the cold weather setting in, however, a further slackening in demand can be expected, as activity will be restricted to inside work.

Transportation

Manpower requirements of the transportation industry totalled 3,770 at November 22 as compared with 6,845 at October 18. The sharp decline in the labour needs of steam railways accounted for more than 50 per cent of this decrease; except in some outlying districts, the demand for workers for track maintenance has been fairly well satisfied. A marked decrease is also apparent in the manpower requirements of the water transportation industry as inland ports close for the winter season.

Trade, Finance and Service

The long under-staffed trade, finance and service industries are benefiting by the easier labour market; demand for workers in these groups dropped from 33,552 at October 18 to 27,680 at November 22. As firms make preparations for increased activity during the Christmas season, the labour needs of retail trade establishments remain at a high level. Considerable improvement is apparent in the overall demands of the service groups, especially hospitals, hotels and restaurants, but there is still an urgent need for cooks and kitchen help. While the shortage of experienced motor mechanics and body repairmen, as well as other skilled garage men, has been relieved somewhat by ex-servicemen, demand for this type of worker continues.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Offices of the Dominion Employment Service across Canada. The report covers employment conditions during the month ended November 22, 1945.

Maritime Region

Woods Operations.—Manpower requirements have declined sharply and only about 1,000 bushmen now are needed throughout the region. The influx of farm workers and fishermen to the camps, and the advertising campaign carried on in all parts of the Maritimes, have enabled many operators to fill their crews, and others are now hiring only experienced woodsmen.

Coal Mining.—The reinstatement of 50 skilled miners in the Cape Breton area has

slightly relieved the over-all labour shortage in the collieries. Quite a few ex-servicemen are also accepting employment as datal labourers. One operator at Sydney still needs 560 certificated miners. At Minto, more than 80 qualified men are needed for shaft operations, but in the Chipman area collieries now are running at practically 100 per cent capacity as a result of the return of veterans.

Manufacturing.—The number of unemployed in the Cape Breton, New Glasgow and Prince Edward Island areas is increasing, in spite of the fact that skilled workers recently released from war plants are returning to their earlier employment in greater numbers. Work still in progress on naval destroyers in Halifax shipyards has brought a heavy demand for experienced workmen, but in other Maritime

yards there is no call for labour. Curtailment of ship repairs is due in part to the tie-up of shipping resulting from the recent dock strike in the United Kingdom.

Most food processing and dehydration plants are completing their seasonal activities, and will soon begin staff reductions. However, one factory in Berwick is busy with apple and sauerkraut canning and will require more workers in order to complete this processing by Christmas.

Lack of housing accommodation is hampering the placement of many women needed for the textile mills and kindred industries. Urgent requirements of factories at Windsor, N.S., and Milltown, N.B., will undoubtedly be met when this difficulty is overcome.

Construction.—Skilled workmen are still in great demand, and it is expected that in the Halifax area this shortage will increase rather than decrease as progress is made on projects now under way. Construction of pre-fabricated houses for veterans is being delayed by lack of materials. Road construction on Prince Edward Island is ending for the season and staffs are being reduced. One contractor has laid off 50 men.

Ex-Servicemen.—In spite of the decrease in the number of vacancies throughout the region, veterans' officers are placing many men returning from the armed forces. However, many veterans are averse to accepting work away from their home areas, where frequently no jobs are available.

Quebec Region

Woods Operations.—Although many farm workers are returning to the bush for the winter months, there is still a serious shortage of bushworkers, especially in the Lake St. John and LaTuque areas. Lack of housing accommodation and the general shortage of suitable bush clothes is largely accountable for the fact that almost 3,000 additional loggers are needed by LaTuque operators. Another 1,000 men could be absorbed at Chicoutimi, 1,800 at Dolbeau, 4,000 at St. Joseph d'Alma and 2,000 at Rouyn. The greater number of men still needed in the Lake St. John area will have to be brought from outside the territory.

South of the St. Lawrence, about 1,500 farm workers in the Rimouski area have gone to the logging camps and other industries since the beginning of November, and 700 outstanding orders for bushmen should be filled shortly. The additional 1,000 bushmen needed in the Matane district and 800 to 900 at Riviere du Loup will be hard to find.

Hard Rock Mining.—In the last few weeks there has been a steady movement of men to the Northern Quebec gold fields. Com-

panies able to offer adequate housing now are fairly well manned, but the larger operators in the Rouyn, Noranda and Val d'Or areas are making slow progress on account of lack of accommodation.

Manufacturing.—Staff reductions are in progress in all parts of the province. United Shipyards have started the lay-off of their last thousand workers at Montreal. The staff of the D.I.L. Cherrier plant has been further reduced, and there have also been small lay-offs at Canadian Vickers, Montreal Locomotive Works and Canadian Car and Foundry plants, all employers of heavy labour. A serious fire in the factory of Building Products Limited resulted in the release of 100 men and the curtailment of production of essential materials.

Lay-offs from the aluminum plant at Shawinigan Falls have come to an end, and the company has recently asked for an additional 20 men, to be employed for a period of two months.

Recruiting of women on clearance orders is meeting with some success. Women—mostly skilled weavers—are still wanted for the silk mills at Montmagny, Cowansville and Acton Vale, and at Sherbrooke the general shortage is making it easier to place inexperienced workers. A serious lack of housing accommodation is handicapping the recruiting of female labour in the Drummondville area.

Construction.—Several extensive building programs announced recently promise employment to many people throughout the region. The contract let to a Sherbrooke firm for 75 Veterans' Housing units will absorb all available building tradesmen in that area for some time to come. Unfavourable weather, together with shortage of materials, has slowed down construction in the Three Rivers area and other sections, releasing carpenters and other skilled workmen for referral to projects elsewhere in the province.

Ex-Servicemen.—For the first time, women are being released from the armed forces in some numbers. No difficulty is being met in their placement in civilian employment. While reinstatement of ex-servicemen is proceeding satisfactorily, many of those returning were formerly employed in industries whose production has been curtailed or terminated.

Ontario Region

Woods Operations.—The movement of men to the logging camps continues at a fairly steady rate and many companies, as their requirements are met, are cancelling offers of transportation.

For the first time in several years, one Annprior company has been able to dispense with the services of prisoners of war. Opera-

tors at Pembroke, however, still short more than 700 experienced woodworkers, are handicapped by the unwillingness of local farmers to accept employment in the woods. Two hundred bushmen needed at Bracebridge must not only have had some experience in logging operations but must be equipped with proper clothes for this type of work.

Although there are few applicants to meet the still heavy demand at Sudbury, the labour situation is better than it was last year. At Sault Ste. Marie, 2,450 men were employed during October, 400 more than in 1945. One paper company, planning a cut of 150,000 cords, can use 1,400 to 1,500 men.

Hard Rock Mining.—The lay-off of 1,000 miners from the International Nickel Company's plant at Sudbury is progressing satisfactorily. Many of the experienced men have been absorbed in the Timmins and Kirkland Lake mines. The influx of machine runners, timbermen and other skilled miners into Northern Ontario should enable the gold mines of the territory to take on beginners in equal numbers.

Manufacturing.—Except in the foundries, the labour requirements in the larger manufacturing centres of Ontario are readily satisfied. In smaller communities, however—especially those with widely diversified industries—there is still a labour shortage, aggravated by lack of housing accommodation for workers from outside points. Local offices are making every effort to facilitate the movement of job-seekers from towns where there is a labour shortage to others short of workers.

The prolonged strike at the Ford Motor Company's Windsor plant has not only brought industrial activity in that city to a standstill, but has had a slowing-down effect in other areas. About 22,000 workers in 29 union plants and several smaller non-union concerns are affected by the U.A.W.-C.I.O.-Ford dispute in Windsor. The work stoppage at the General Motors plant at Oshawa has affected numerous feeder plants in that locality. Here, as at Windsor, Unemployment Insurance claimants are being urged to accept work on clearance orders.

Scarcity of materials and limited plant capacity, rather than labour shortages, are handicapping manufacturers of essential building supplies. The industry's demand for workers has been reasonably well met, except for moulders, who are still needed. Many companies have compromised by taking on moulders' apprentices.

Throughout the region, there is a surplus of all metal tradesmen except forging-machine operators, boilermakers and moulders, who are in general demand. Brantford, Brockville, Guelph and Kirkland Lake are all short of iron workers.

Although the easier labour market has enabled the undermanned textile mills, clothing factories and rubber plants to enlarge their staffs, these industries are still calling for many additional workers. Men for night shifts and almost 200 women are needed in Galt textile mills, and one local rubber factory is advertising for 100 or more power sewing-machine operators to meet expansion requirements. At Orangeville, Alton, Walkerton and Hamilton, textile workers are in great demand.

Construction.—There is still a demand for carpenters and bricklayers in some parts of the province. Scarcity of materials is also delaying building programs. Construction in the Hamilton area has been halted temporarily through lack of skilled labour, but in Toronto all requirements for hospital and Wartime Housing programs have been filled except for bricklayers and trimming carpenters.

Ex-Servicemen.—During October the number of placements of initial applicants for employment dropped slightly, while the number of job-seekers increased by 26 per cent. Veterans' preference regulations are being closely followed in the matter of referrals.

Prairie Region

Woods Operations.—Practically all logging camps in the Lakehead district which can be reached during the freeze-up are fully staffed, and although more than 2,900 bushworkers are still needed throughout the district, most outstanding clearance orders have been temporarily cancelled until transportation to other operations is open again.

In Southern Manitoba and Saskatchewan a backlog of logging labour is developing. Increased activity is reported in the Northern Manitoba camps. Many placements are being made at Dauphin and the office at The Pas expects to supply all employers in the area with at least minimum crews. Logging camps near Prince Albert are filling satisfactorily and orders filed at Yorkton are being met promptly. Heavy snowfalls are retarding operations at Blairmore and Red Deer, but many placements are being made in the Calgary and Edmonton areas.

Coal Mining.—There is still a general shortage of certificated miners, and until this can be overcome there is little demand for unskilled labour in the collieries. Lack of housing accommodation makes it difficult to refer the many skilled men still needed in the Drumheller section. Edmonton and Lethbridge, too, are calling for qualified miners. The Blairmore office reports that since September 1, more than 600 labourers have been sent to Crow's Nest Pass operations, and still more could be referred if accommodation were available.

Hard Rock Mining.—Contact with the mines north of Kenora is cut off pending the resumption of the winter flying schedule. The Flin Flon office has orders for 100 labourers to cut a right-of-way transmission line from Sherridon to Snow Lake, where new gold mining activity is expected in the spring. Lack of housing is holding up development work on some properties in the Port Arthur area.

Manufacturing.—The urgent seasonal requirements of the packing plants have been satisfactorily met and the only present demand beyond normal replacements is for a few skilled workers. Foundries and steel plants are inactive. Labour turnover is greater than heretofore in the potteries and brickyards of the Moose Jaw district, where prisoners of war are being gradually released from local industries.

Applicants for general factory work are steadily increasing in the Winnipeg area, but the shortage of textile workers persists. There have been further lay-offs from the Canadian Car and Foundry Company's plant at Fort William, and the Port Arthur Shipbuilding Company's yards. Seasonal staff reductions have also taken place at the Fort Frances pulp and paper mills.

Construction.—Winter weather and shortage of building materials have slowed operations in all parts of the region, and materially reduced the demand for workmen. All outside work is practically at a standstill, but in some areas first-class finishing carpenters are still needed, and plumbers and plasterers are in short supply. A lay-off of about 40 workmen at Moose Jaw has left the district with a surplus of carpenters and labourers, and in Regina a number of skilled men and labourers have been temporarily released owing to the cold weather. In some sections, building tradesmen are seeking employment in other industries.

Ex-Servicemen.—The over-all rate of placement is satisfactory, and reinstatement of veterans in their former employment is progressing well. For the most part there is little difficulty in placing ex-service women, many of whom prefer vocational training to immediate employment.

Pacific Region

Woods Operations.—The Christmas shut-down period at the Pacific Coast is approaching and may be of longer duration this year than usual. Although there are some orders for skilled bushmen in the higher wage brackets, few unskilled workers are needed. Expansion of woods operations toward pre-war production levels will depend on the num-

ber of trained loggers available to operate equipment which has been lying idle during the war years.

Some logging camps on the higher levels have already closed owing to adverse snow conditions. No log hauling can be done over roads in the Okanagan area until after the freeze-up. All labour requirements throughout the district have been met.

Sawmills.—There is no longer a shortage of millhands in the region. Current labour demands are being easily met, and in the southern and northern interior the supply of workers exceeds the demand. The closing of the Hammond Cedar Lumber and Shingle Company's plant and that of the Mohawk Lumber Company, in New Westminster, has made more labour available on Vancouver Island and the lower mainland than can be absorbed at this time.

Coal Mining.—The shortage of certificated miners continues to hold up production in some sections. The Vancouver office reports a great demand for experienced men, and inexperienced underground workers can also be placed. Eighty underground labourers have been placed in the Fernie area, but qualified miners are still in demand and all men holding British Columbia certificates are being promoted to producers.

Hard Rock Mining.—The region's gold and base metal mines are well supplied with unskilled labour, but the lack of experienced miners is delaying development and production alike.

Manufacturing.—Labour demand throughout the province continues to decrease. The seasonal activities of the canneries are almost ended, and there is slight prospect of any immediate call for workers in the metal trades, for which many applicants are available.

Vancouver shipyards are all operating normally, but there is no demand for workers, and the progressive lay-off at most yards, while not large, is continuous. The completion of a staff reduction at the Yarrow's yard in Victoria, together with an extensive lay-off at the Victoria Machinery Depot, has resulted in the filing of many claims for unemployment insurance benefit.

Although seasonal lay-offs have increased the number of applicants for employment in the New Westminster area, most of the city's industries are running to capacity, assuring a large monthly payroll. There are still unfilled orders for sheet-metal workers and furnace moulders, but other labour demands have been satisfied.

Construction.—Inclement weather and lack of materials are hampering building activity at the Pacific Coast. Vancouver's present labour requirements are confined to skilled tinsmiths and Nanaimo's to a call for first-class carpenters. In other parts of the province there is little demand for building tradesmen.

Ex-Servicemen.—Applications for employment are increasing from month to month. During October, 9,534 new applications brought the total to 13,994. There were 5,424 confirmed and 1,333 unconfirmed placements in the same period.

Applications for Employment; Vacancies and Placements, October, 1945

DURING the five-week period September 28 to November 1, 1945, reports received from the National Employment Offices of the Unemployment Insurance Commission showed declines in the average daily placements of 7.2 per cent and 18.1 per cent when compared with the previous four weeks August 31 to September 27, and with the five-week period September 29 to November 2, 1944, respectively. Under the first comparison, small increases were noted in forestry and logging, mining and services; fishing, hunting and trapping remained unchanged but all other industrial groups recorded declines. In comparison with the five weeks September 29 to November 2, last year, apart from a substantial gain in construction, a moderate increase in mining and a negligible rise in fishing, hunting and trapping all industrial divisions showed losses, the greatest being in manufacturing, trade, forestry and logging and services.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed downward courses, the ratio of vacancies to each 100 applications being 83.9 during the five weeks ending November 1, in contrast with 89.2 during the previous four weeks and 106.4 during the five weeks September 29 to November 2, 1944. The ratio of placements to each 100 applications during the period under review was 52.0 compared with 53.1 for the preceding four weeks and 70.5 during the five weeks September 29 to November 2, last year.

The average number of vacancies reported daily by employers to the offices throughout Canada during the five weeks September 28 to November 1, 1945, was 8,189, compared with 9,180 during the preceding four weeks and 9,357 in the five weeks ending November 2, 1944. The average number of applications for employment received daily by the offices

during the five weeks ending November 1, was 9,754 in comparison with 10,292 during the preceding four weeks ending September 27, and with 8,791 during the five-week period September 29 to November 2, a year ago. The average number of placements made daily by the offices during the five weeks September 28 to November 1, 1945, was 5,076 of which 4,894 were in regular employment and 182 in work of one week's duration or less, as compared with a total daily average of 5,471 during the previous four weeks. Placements during the five weeks September 29 to November 2, a year ago, averaged 6,202 daily, consisting of 6,052 in regular and 150 in casual employment.

During the five weeks ending November 1, 1945, the offices referred 203,143 persons to employment and effected a total of 147,197 placements; of these, the placements in regular employment were 141,934 of which 118,082 were of males and 23,852 of females, while placements in casual work totalled 5,263. The number of vacancies reported by employers was 184,134 for males and 53,371 for females, a total of 237,505, while applications for work numbered 282,877, of which 224,778 were from males and 58,099 from females. Reports for the four-week period August 31 to September 27, 1945, showed 211,149 vacancies notified, 236,712 applications made and 125,833 placements effected, while during the five weeks September 29 to November 2, 1944, there were recorded 271,350 vacancies, 254,937 applications for work and 179,860 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year, from January, 1935, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	55,638	895,621
1943.....	1,890,408	58,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945 (44 weeks).....	1,269,807	39,837	1,309,644

Nova Scotia and Prince Edward Island

Employment opportunities as indicated by orders received at National Employment Service Offices in Nova Scotia and Prince Edward Island during the period ending November 1, 1945, numbered 311 daily compared with 342 in the previous four weeks and 297 during the five week September 29, to November 2, 1944. The average number of placements effected daily was 213 in comparison with 194 in the preceding period and 219 during the period terminating November 2, last year. The decrease in the daily average of placements from the period ending November 2, a year ago, was mainly due to declines in trade and services, as except for a nominal loss in agriculture and mining all other groups showed improvement, the most important being moderate gains in manufacturing, forestry and logging and construction. Placements by industries include: manufacturing 2,328; services 1,069; construction 822; trade 698 and public utilities operation 691. Regular placements numbered 4,653 of men and 1,219 of women.

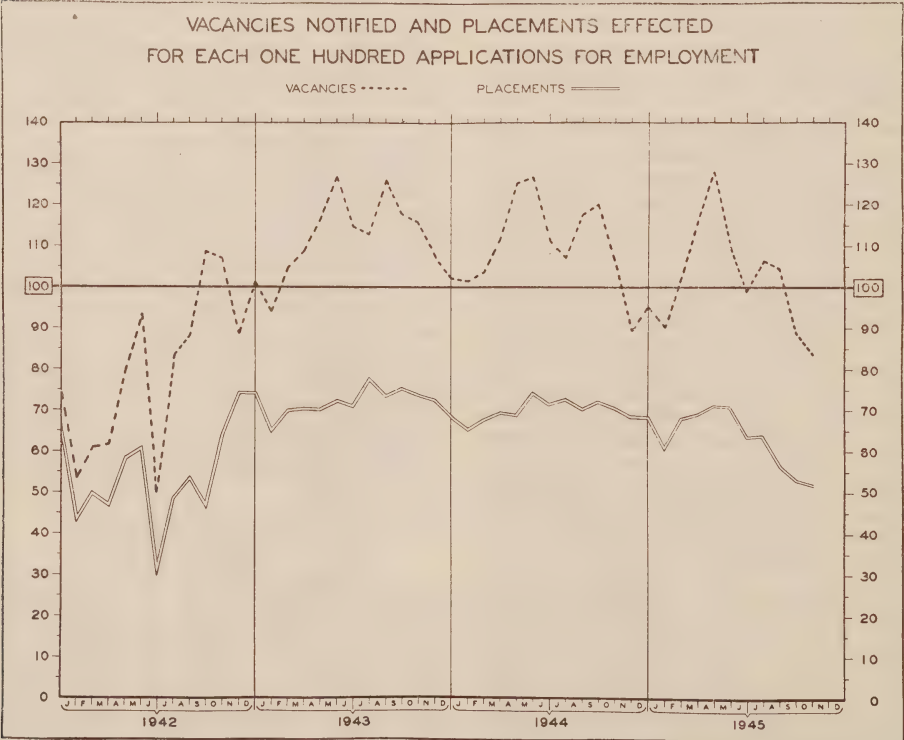
New Brunswick

Orders listed at Employment Offices in New Brunswick during the period under review,

called for a daily average of 315 workers compared with 318 in the preceding four weeks and 337 during the period ending November 2, 1944. The average number of placements effected daily was 148, in contrast with 161 in the previous four weeks and 175 during the five weeks terminating November 2, a year ago. Moderate declines in manufacturing, forestry and logging, trade and services, were responsible for the decline in placements from the five weeks ending November 2, last year. Improvement of a moderate proportion was noted in construction while changes in all other groups were small. Placements by industries included: manufacturing 1,166; services 791; trade 697; construction 664; public utilities operation 510 and logging 275. There were 3,336 men and 853 women placed in regular employment.

Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the Province of Quebec during the five weeks terminating November 1, 1945, when compared with both the preceding period and the corresponding five weeks of last year; there being 2,150 in contrast with



2,681 in the previous period and 2,809 during the five weeks ending November 2, a year ago. Placements decreased under both comparisons, the daily average being 990 in the period under review, in comparison with 1,366 in the previous four weeks and 1,846 during the period terminating November 2, last year. A heavy decrease in manufacturing supplemented by substantial losses in forestry and logging, services, trade and public utilities operation and a moderate decline in finance and insurance were responsible for the reduction in placements from the five weeks ending November 2, a year ago. The only noteworthy improvement reported was a fairly substantial gain in mining. Industrial divisions in which most of the placements were effected were: manufacturing 8,066; logging 7,755; construction 4,529; services 3,196, trade 1,773; public utilities operation 1,540 and mining 1,533. Placements in regular employment numbered 24,674 of men and 3,897 of women.

Ontario

Positions offered through Employment Offices in Ontario during the period ending November 1, 1945, averaged 3,499 daily compared with 3,795 in the preceding four weeks and 3,703 during the period terminating November 2, last year. Placements showed a daily average of 2,322, in comparison with 2,311 in the previous period and 2,515 during the corresponding period a year ago. The reduction in placements from the five weeks ending November 2, last year, was chiefly attributable to a marked decrease in manufacturing, substantial declines in forestry and logging, trade and services, and a small loss in finance and insurance. These losses were somewhat modified by a substantial increase in construction and an appreciable gain in public utilities operation. Moderate increases were also noted in mining and agriculture. Placements by industrial divisions included: manufacturing 26,956; services 11,140; construction 9,232; trade 7,317; public utilities operation 5,928; forestry and logging 3,660; mining 1,610 and finance and insurance 972. There were 54,602 men and 11,166 women placed in regular employment.

Manitoba

Opportunities for employment as reported at Employment Offices in Manitoba during the period under review, number 364 daily compared with 372 in the preceding four weeks and 457 during the corresponding five weeks a year ago. The average number of placements effected daily was 268 in comparison with 269 in the previous period and 273 dur-

ing the period terminating November 2, last year. Reduced placements in trade and services accounted for the decline in placements from the same period in 1944. Losses smaller in volume were reported in public utilities operation, manufacturing, mining and finance and insurance. These were partly offset by moderate gains in construction and agriculture. Industries in which employment was secured for more than 100 workers included: manufacturing 2,435; services 1,774; trade 1,191; construction 1,089; public utilities operation 760; agriculture 215 and mining 139. Regular placements numbered 4,776 of men and 1,828 of women.

Saskatchewan

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Saskatchewan during the period ending November 1, was 214 in contrast with 243 during the preceding four weeks and 296 in the five weeks terminating November 2, last year. The average number of placements registered daily was 162 during the period under review, compared with 174 in the four weeks ending September 27, and 179 during the same period last year. With the exception of a fairly substantial gain in construction all industrial groups showed declines when compared with the corresponding period last year, the most noteworthy being in services, trade and manufacturing. Placements by industrial groups included: services 1,137; trade 991; manufacturing 823; construction 817; public utilities operation 411 and agriculture 338. There were 3,316 men and 1,016 women placed in regular employment.

Alberta

During the five weeks ending November 1, 1945, the daily average of positions offered through Employment Offices in Alberta was 417 in comparison with 419 during the previous period and 461 in the corresponding period last year. Placements showed a daily average of 286 in comparison with 279 in the preceding four weeks and 307 during the five weeks terminating November 2, 1944. The most significant changes in placements from the same period last year, were moderate declines in trade, agriculture and services but these were in part offset by a fairly large increase in construction. All other changes were small. Placements by industries included: services 1,894; manufacturing 1,607; construction 1,500; trade 994; public utilities operation 722; agriculture 718; mining 459 and forestry and logging 306. Regular placements numbered 6,156 of men and 1,422 of women.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
SEPTEMBER 28 TO NOVEMBER 1, 1945

Office	Vacancies		Registered during period	Applicants			
	Reported during period	Unfilled end of period		Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	846	298	1,038	719	539	17	671
Charlottetown	396	227	589	362	195	8	550
Summerside	450	71	449	357	344	9	121
Nova Scotia	8,160	5,327	9,423	7,798	5,333	298	5,775
Amherst	158	44	446	267	155		473
Bridgewater	116	53	176	86	68		61
Dartmouth	194	120	221	167	119		97
Digby	92	155	98	55	40		99
Glace Bay	130	228	331	163	151		377
Halifax	3,568	2,994	3,298	3,258	1,953	2	1,139
Inverness	46	5	62	43	40		29
Kentville	443	326	453	358	349		137
Liverpool	295	121	330	242	195		204
New Glasgow	1,152	141	1,170	1,226	859	228	1,126
New Waterford	34	285	154	119	80		116
North Sydney	151	29	211	145	115	16	122
Pictou	57	17	254	69	49	3	321
Springhill	72	33	79	54	53		52
Sydney	851	192	1,161	907	678	49	793
Sydney Mines	90	24	244	98	81		209
Truro	565	444	395	376	206		189
Yarmouth-Shellburne	146	116	340	165	142		231
New Brunswick	9,193	5,949	7,853	5,846	4,189	106	3,847
Bathurst	643	902	352	259	218	3	166
Campbellton	938	561	513	241	109	48	262
Edmundston	1,463	558	269	241	221		61
Fredericton	342	276	382	313	226	2	171
Minto	489	376	236	216	200		60
Moncton	2,233	1,740	2,408	1,808	1,165	48	1,367
Newcastle	190	171	212	84	59		210
Saint John	2,050	818	2,997	2,300	1,599	5	1,422
St. Stephen	344	292	174	135	119		54
Sussex	197	102	167	141	122		35
Woodstock	304	153	148	108	151		39
Quebec	62,343	48,259	77,748	41,113	28,571	137	54,246
Acton Vale	97	124	85	76	81		27
Asbestos	189	108	165	138	129		88
Baie St. Paul	141	152	270	223	218		75
Beauharnois	167	103	516	173	149		283
Buckingham	674	338	394	215	187		295
Campbell's Bay	248	130	155	127	104		28
Causapscal	31	1,106	328	293	284		154
Chandler	1,373	1,374	48	17	1		58
Chicoutimi	4,270	3,804	1,307	774	566		910
Coaticook	646	144	638	626	622		40
Cowansville	138	98	125	118	111		27
Dolbeau	239	604	571	522	526		46
Drummondville	1,190	729	773	646	448		480
East Angus	144	33	359	148	117		82
Farnham	142	111	107	72	51		47
Granby	450	314	704	334	286		214
Hull	1,160	818	1,533	830	638		726
Joliette	1,030	855	967	661	388		535
Jonquiere	368	125	982	308	171		751
Lachute	273	176	660	292	167		173
La Malbaie	1,084	544	233	125	75		180
La Tuque	1,619	1,021	369	294	273	2	133
Levis	785	163	1,464	871	781		1,336
Louiseville	263	36	425	278	266		153
Magog	284	88	340	396	190		191
Matane	1,852	1,094	728	648	695		76
Megantic	592	156	608	528	522		88
Mont Laurier	225	381	274	265	259		39
Montmagny	312	87	561	290	274		227
Montmorency	110	14	355	89	69		337
Montreal	19,928	17,920	35,139	13,730	6,299	73	28,165
Plessisville	130	105	116	93	82		53
Port Alfred	303	420	522	463	382		147
Quebec	5,080	2,449	8,168	3,569	2,584	8	8,484
Richmond	107	91	128	82	59	2	33
Rimouski	3,656	2,641	1,824	1,353	1,502		537
Riviere du Loup	286	499	142	29	26		170
Roberval	408	2,848	487	471	450		55
Rouyn	1,630	1,687	1,289	1,734	896		401
Ste. Agathe	382	277	317	287	264		45
Ste. Anne de Bellevue	77	54	310	72	60		92
Ste. Therese	426	341	412	379	319		163
St. Georges de Beauce	342	125	557	343	343	1	112

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
SEPTEMBER 28 TO NOVEMBER 1, 1945—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded—							
St. Hyacinthe.....	503	314	676	423	327	2	324
St. Jean.....	739	328	1,554	764	514		290
St. Jerome.....	472	270	476	377	298		251
St. Joseph d'Alma.....	708	459	686	512	503		179
Shawinigan Falls.....	374	21	654	338	343		1,048
Sherbrooke.....	1,077	416	1,610	1,179	754	49	621
Sorel.....	729	119	927	606	516		1,566
Thetford Mines.....	888	204	1,083	869	718		2,286
Three Rivers.....	1,268	448	1,789	896	888		2,435
Val d'Or.....	1,168	381	1,123	981	909		142
Valleyfield.....	1,134	765	1,276	869	622		694
Victoriaville.....	432	247	439	317	265		154
Ontario.	101,456	47,974	111,843	90,723	65,768	1,582	52,966
Arnprior.....	501	190	189	165	133	8	25
Barrie.....	539	300	397	428	377		104
Belleville.....	675	295	721	682	457		281
Bracebridge.....	532	274	314	251	239		66
Brampton.....	323	206	504	312	259		180
Brantford.....	1,384	1,026	1,739	1,756	1,249	6	565
Brockville.....	360	104	411	346	272		97
Carleton Place.....	81	36	122	126	103		28
Chatham.....	943	319	1,130	1,067	770	25	562
Cobourg.....	148	36	222	162	123		27
Collingwood.....	150	52	251	114	107		223
Cornwall.....	944	155	1,720	1,038	780	44	468
Dunnville.....	48	39	185	89	81		27
Fergus.....	127	65	143	143	93	1	14
Fort Erie.....	154	46	414	194	129		382
Fort Frances.....	662	1,066	404	352	513		60
Fort William.....	1,949	1,650	1,635	1,523	1,296		1,625
Galt.....	1,110	624	736	684	467		168
Gananoque.....	117	13	125	139	115		28
Goderich.....	204	107	229	200	159	4	53
Guelph.....	1,180	489	1,221	1,298	922		202
Hamilton.....	5,149	2,344	8,284	5,343	2,803	118	3,913
Hawkesbury.....	143	54	279	157	83	5	126
Ingersoll.....	145	90	176	162	116		38
Kapuskasing.....	1,793	534	105	99	132		13
Kenora.....	951	723	228	148	230		98
Kingston.....	1,421	420	1,578	1,953	1,042		444
Kirkland Lake.....	1,484	891	2,049	1,106	800	13	418
Kitchener-Waterloo.....	2,471	1,175	1,847	2,020	1,582	2	171
Leamington.....	352	69	399	253	230		203
Lindsay.....	140	72	187	181	129	6	117
Listowel.....	146	72	196	184	148		32
London.....	3,933	1,844	4,081	4,189	2,311	210	1,115
Midland.....	261	149	366	341	279		164
Napanee.....	198	62	199	179	157		50
Newmarket.....	191	131	228	164	116		75
New Toronto.....	2,519	817	2,050	1,511	1,291		748
Niagara Falls.....	965	232	1,287	1,219	839	3	516
North Bay.....	1,429	780	1,250	895	1,200	35	126
Orangeville.....	65	32	102	68	52		32
Orillia.....	420	114	554	445	356		367
Oshawa.....	1,325	565	2,376	1,269	951	10	4,560
Ottawa.....	6,456	1,815	7,917	5,643	3,965	2	2,057
Owen Sound.....	644	290	779	809	552	2	190
Paris.....	51	89	90	85	65		19
Parry Sound.....	190	82	217	139	132		91
Pembroke.....	1,299	1,051	993	869	1,003	2	278
Perth.....	297	184	278	248	179	8	54
Peterborough.....	1,290	633	1,390	1,513	992		492
Pictou.....	129	25	164	112	99	4	35
Port Arthur.....	4,745	5,322	1,923	1,779	1,605		919
Port Colborne.....	358	104	478	379	245	1	122
Port Hope.....	139	73	241	188	130		43
Prescott.....	146	58	261	171	159		46
Renfrew.....	220	96	171	214	156	2	97
St. Catharines.....	1,632	276	2,517	1,755	1,159	205	1,768
St. Thomas.....	888	328	1,002	1,076	776	12	321
Sarnia.....	705	231	1,099	688	570		421
Sault Ste. Marie.....	1,074	237	1,014	835	933		480
Simcoe.....	814	152	882	786	714	3	74
Smiths Falls.....	267	114	318	320	270		69
Stratford.....	598	159	863	728	490	80	229
Sturgeon Falls.....	333	168	254	227	181		68
Sudbury.....	2,882	1,316	2,572	2,437	2,157	39	856
Tillsonburg.....	506	384	196	191	163		17
Timmins.....	3,882	2,523	2,277	2,091	1,830	30	879

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
SEPTEMBER 28 TO NOVEMBER 1, 1945—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto.....	26,141	11,081	30,149	25,005	17,606	308	14,340
Toronto Junction.....	2,956	1,444	3,417	3,270	1,952	23	1,783
Trenton.....	303	180	366	497	291		88
Walkerton.....	269	92	535	214	190	1	164
Wallaceburg.....	119	69	310	118	89		217
Welland.....	884	431	1,395	1,038	746		519
Weston.....	1,113	260	1,151	959	914		347
Windsor.....	2,305	461	5,459	2,770	1,674	370	7,299
Woodstock.....	189	234	532	613	287		103
Manitoba—	10,556	4,714	15,294	12,390	6,694	1,159	7,881
Brandon.....	644	392	732	660	460		338
Dauphin.....	446	279	379	186	128		233
Flin Flon.....	195	91	158	157	137	2	21
Portage la Prairie.....	180	123	254	173	131	8	176
Selkirk.....	118	58	139	122	101		56
The Pas.....	100	89	137	70	57		67
Winnipeg.....	8,867	3,682	13,495	11,022	5,590	1,149	6,990
Saskatchewan	6,217	2,664	10,373	7,869	4,332	359	3,866
Estevan.....	225	101	256	268	238		38
Moose Jaw.....	734	231	1,182	1,058	614	8	675
North Battleford.....	147	132	284	140	114		124
Prince Albert.....	567	293	878	549	325		295
Regina.....	2,292	829	3,701	3,565	1,663	257	955
Saskatoon.....	1,297	510	3,242	1,651	973	66	1,405
Swift Current.....	185	61	187	168	145		66
Weyburn.....	251	117	167	158	144		24
Yorkton.....	519	390	476	312	116	28	284
Alberta	12,083	5,372	13,586	11,440	7,578	713	5,629
Black Diamond.....	56	12	75	58	60		27
Blairmore.....	204	284	132	112	123		40
Calgary.....	3,847	1,329	5,258	4,049	2,674	279	2,547
Drumheller.....	471	326	240	165	134		114
Edmonton.....	5,629	2,276	6,371	5,676	3,484	410	2,329
Edson.....	497	372	85	85	148		15
Lethbridge.....	577	293	642	664	425	16	208
Medicine Hat.....	392	130	554	428	322	8	236
Red Deer.....	410	350	239	203	208		113
British Columbia	26,657	9,819	35,709	25,245	19,020	892	18,341
Chilliwack.....	671	247	511	497	638		124
Courtenay.....	259	330	195	122	239		120
Cranbrook.....	251	177	283	287	294	1	64
Dawson Creek.....	306	134	199	190	186		25
Duncan.....	547	170	289	306	497		66
Fernie.....	30	142	51	46	41		17
Kamloops.....	711	248	508	437	491		101
Kelowna.....	391	164	355	395	347	1	76
Nanaimo.....	390	166	604	547	340		402
Nelson.....	458	316	385	266	282		333
New Westminster.....	1,798	519	2,248	1,701	1,449	34	1,445
North Vancouver.....	483	121	776	498	366		590
Penticton.....	310	181	363	354	251	1	98
Port Alberni.....	964	184	456	459	668	15	142
Prince George.....	1,000	412	621	698	669	6	107
Prince Rupert.....	364	169	466	301	250		138
Princeton.....	245	88	167	146	160	8	42
Trail.....	223	86	334	210	182		163
Vancouver.....	14,134	5,110	23,105	15,039	9,424	685	12,173
Vernon.....	474	115	543	394	323	69	158
Victoria.....	2,378	649	3,147	2,234	1,814	72	1,904
Whitehorse.....	270	91	103	118	109		53
Canada	237,565	130,376	282,877	203,143	141,934	5,263	153,162
Males.....	184,134	98,867	224,778	158,170	118,082	1,911	117,469
Females.....	53,371	31,509	58,099	44,973	23,852	3,352	35,693

British Columbia

Orders received at Employment Offices in the Province of British Columbia during the five weeks ending November 1, 1945, called for a daily average of 920 workers in contrast with 1,010 in the preceding four weeks and 997 during the same period a year ago. The average number of placements effected daily was 687, during the period under review, in contrast with 717 during the four weeks ending September 27, and 688 during the period terminating November 2, last year. Moderate

declines in services, trade and manufacturing were responsible for the decline in placements from the corresponding period in 1944. These were offset in part by a substantial increase in construction and moderate gains in forestry and logging and mining, while changes in all other groups were small. Placements by industrial divisions included: manufacturing 5,503; services 3,198; forestry and logging 3,155; construction 3,004; public utilities operation 2,169; trade 2,001 and mining 570. There were 16,569 men and 2,451 women placed in regular employment.

Strikes and Lockouts

Strikes and Lockouts in Canada During November, 1945

DURING the month of November, 1945, strike activity in Canada was greater than in the previous month. The number of strikes on record showed an increase of 8 and the number of workers involved and the time loss in man-working days were both higher. Preliminary figures show 24 strikes in existence during November, 1945, involving 31,010 workers, with a time loss of 441,938 days, as compared with 16 strikes in October, 1945, with 22,257 workers involved and a time loss

of 419,210 days. In November, 1944, there were 12 strikes, involving 1,662 workers, with a time loss of 5,080 days.

Preliminary figures for the first 11 months of this year show 175 strikes, involving 87,855 workers, with a time loss of 1,216,692 man-days, as compared with 190 strikes, with 73,173 workers involved and a time loss of 477,613 days* for the same period last year.

During the month under review a strike of motor vehicle factory workers at Windsor,

STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER, 1944-1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
*April.....	9	9	4,363	4,363	25,169
*May.....	9	9	3,035	3,035	6,340
*June.....	12	12	2,773	2,773	4,688
*July.....	26	28	11,647	11,884	45,273
*August.....	20	31	7,494	13,159	41,297
*September.....	15	17	19,535	19,754	185,251
*October.....	11	16	3,091	22,257	419,210
*November.....	21	24	20,880	31,010	441,938
*Cumulative totals.....	175	.....	87,855	.....	1,216,692
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
April.....	12	12	14,384	14,384	115,994
May.....	24	25	9,481	22,827	126,386
June.....	22	23	5,840	5,980	9,528
July.....	22	23	9,229	9,571	26,023
August.....	22	26	9,086	12,585	120,283
September.....	9	9	1,024	1,024	800
October.....	14	14	4,260	4,260	7,139
November.....	10	12	1,380	1,662	5,080
Cumulative totals.....	190	.....	73,173	.....	477,613

* Preliminary.

† Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

Ont., and resulting sympathetic strikes at Brantford, Hamilton, Kitchener, Sarnia and Windsor, Ont., accounted for more than 90 per cent of the workers involved in all strikes and more than 97 per cent of the total time loss. (An account of this strike may be found elsewhere in this issue on page 1817.)

Of the 24 strikes recorded for November, 1945, 11 were in favour of the employers, 2 were compromise settlements and 5 were indefinite in result, work being resumed pending final settlement. At the end of the month 6 strikes were recorded as unterminated, namely: motor

vehicle factory workers at Windsor, Ont., bakery workers and drivers at Toronto, Ont., compositors at Winnipeg, Man., shingle mill workers at New Westminster, B.C., automotive parts factory workers at Windsor, Ont., and optical lens factory workers at Toronto, Ont.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1945*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts in Progress Prior to November, 1945

MANUFACTURING— <i>Metal Products—</i> Wire factory workers, Guelph, Ont.	1	85	1,750	Commenced August 16; for implementation of Majority Report of Conciliation Board <i>re</i> check-off; terminated November 26; conciliation, civic, and return of workers pending negotiations; indefinite.
	3	10,000	260,000	Commenced September 12; for a new agreement providing for union shop, check-off, grievance procedure, etc.; unterminated.
	1	45	450	Commenced October 16; refusal of moulders to work on piece-work rates following change-over from incentive bonus; terminated November 12; negotiations; compromise.

Strikes and Lockouts in Progress during November, 1945

MINING— Coal miners, loaders, Sydney Mines, N.S.	1	(a) 7	7	Commenced November 7; disagreement over moving tools from one wall to another; terminated November 7; return of workers; in favour of employer.
	1	360	200	Commenced November 19; against Finding and Direction of NWLB; denying wage increases; terminated November 19; return of workers; in favour of employer.
	1	150	150	Commenced November 22; misunderstanding <i>re</i> displacement of a trip-rider by ex-serviceman reappointed to his former job; terminated November 22; return of workers; in favour of employer.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Bakery workers and drivers, Toronto, Ont.	1	558	2,850	Commenced November 25; for a union agreement providing for union shop, check-off, etc.; unterminated.
<i>Rubber and Its Products—</i> Rubber factory workers, Kitchener, Ont.	2	2,470	2,470	Commenced November 12; in sympathy with strike of motor vehicle factory workers at Windsor, Ont., September 12; terminated November 12; return of workers; in favour of employers.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1945*—*Con.*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts in Progress during November, 1945—*Con.*

MANUFACTURING—<i>Con.</i>				
<i>Animal Foods—</i> Meat packing plant workers, Hamilton, Ont.	1	(b) 43	22	Commenced November 30; against promotion of a certain worker to job of subforeman; terminated November 30; conciliation, federal, and return of workers pending reference to arbitration; indefinite.
<i>Printing and Publishing—</i> Compositors, etc., Winnipeg, Man.	2	120	2,400	Commenced November 8; for a new agreement providing for increased wages and other conditions; untermiated.
Pressmen, Winnipeg, Man.	2	30	45	Commenced November 15; refusal to handle plates produced by non-union workers; terminated November 16; return of workers; in favour of employers.
Stereotypers, Winnipeg, Man.	2	16	144	Commenced November 15; reluctance to cross picket lines of striking compositors; terminated November 24; return of workers; in favour of employers.
<i>Miscellaneous Wood Products—</i> Shingle mill workers, New Westminster, B.C.	1	60	180	Commenced November 28; for a union agreement providing for increased wages, etc.; untermiated.
<i>Metal Products—</i> Wire and screw factory workers, Hamilton, Ont.	1	550	475	Commenced November 1; for a new agreement providing for union shop, check-off, increased wages, etc.; terminated November 1; return of workers pending further negotiations; indefinite (see strike Nov. 6-45).
Wire factory workers, Hamilton, Ont.	1	80	40	Commenced November 3; for a five-day week of 48 hours, instead of six-day week; terminated November 3; return of workers; in favour of employer.
Automotive parts factory workers, Windsor, Ont.	24	7,000	160,000	Commenced November 5; in sympathy with strike of motor vehicle factory workers, September 12; untermiated.
Wire and screw factory workers, Hamilton, Ont.	1	550	70	Commenced November 6; for a new agreement providing for union shop, check-off, increased wages, etc.; terminated November 6; return of workers pending further negotiations; indefinite (see strike Nov. 1-45).
Electrical apparatus factory workers, Hamilton, Ont.	2	3,500	3,500	Commenced November 7; in sympathy with strike of motor vehicle factory workers at Windsor, Ont., September 12; terminated November 7; return of workers; in favour of employers.
Foundry workers, Brantford, Ont.	1	200	200	Commenced November 8; in sympathy with strike of motor vehicle factory workers at Windsor, Ont., September 12; terminated November 8; return of workers; in favour of employer.
Metal factory workers, Sarnia, Ont.	2	684	500	Commenced November 12; in sympathy with strike of motor vehicle factory workers at Windsor, Ont., September 12; terminated November 12; return of workers; in favour of employers.
Metal factory workers, Brantford, Ont.	8	4,172	4,172	Commenced November 14; in sympathy with strike of motor vehicle factory workers at Windsor, Ont., September 12; terminated November 14; return of workers; in favour of employers.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1945*—*Conc.*

Industry, occupation and locality	Number involved		Time loss in man- working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts in Canada during November, 1945*—*Concluded*

MANUFACTURING—<i>Con.</i>				
Steel mill (coke oven) workers, Sault Ste. Marie, Ont.	1	200	88	Commenced November 20; protesting reduction in working force and in bonus earnings due to curtailed operations; terminated November 20; negotiations; compromise.
<i>Miscellaneous—</i>				
Optical lens factory workers, Toronto, Ont.	1	100	2,000	Commenced November 6; for a union agreement; untermminated.
TRADE—				
Department store clerks, etc., Winnipeg, Man.	1	30	225	Commenced November 9; for a union agreement; terminated November 17; conciliation, provincial, and return of workers pending reference to MLRB‡; indefinite.

* Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ NWLB—National War Labour Board; MLRB—Manitoba Labour Relations Board.

(a) 300 indirectly affected; (b) 76 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries." The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to war conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in September, 1945, was 183, and 20 were still in progress from the previous month, making a total of 203 during the month, in which 39,300 workers were involved and a time loss of 109,000 working days was caused.

Of the 183 stoppages which began during September, 30 arose out of demands for advances in wages, 60 over other wage questions, 8 on questions as to working hours, 20 on questions respecting the employment of particular classes or persons, 60 on other questions respecting working arrangements, 3 over questions of trade union principle and 2 were in support of workers involved in other strikes.

British India

Preliminary figures for July, 1945, show 44 work stoppages, involving 41,974 workers, with a time loss of 54,909 man-days.

United States

Preliminary figures for October, 1945, show 455 strikes and lockouts beginning in the month, in which 560,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 7,800,000 man-days. Corresponding figures for September, 1945, are 550 strikes and lockouts, involving 455,000 workers, with a time loss of 3,650,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, November, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

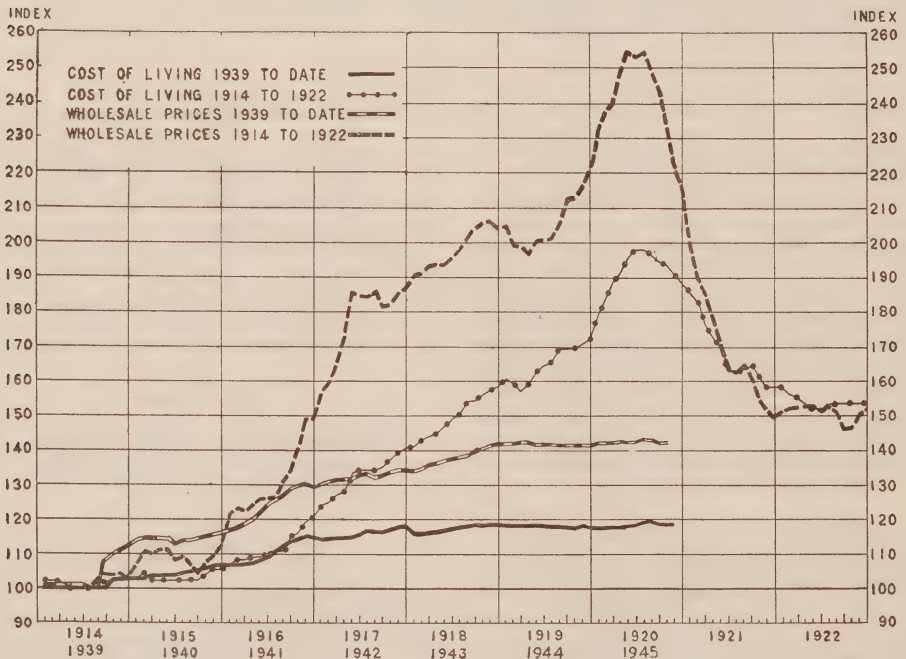
AN increase of 0.2 points to 119.9 occurred in the official cost-of-living index between October 1 and November 1, 1945, due mainly to higher food prices. Notable among these were eggs and butter which supported a food index rise of 0.7 points to 134.0. Among other groups to record a change were fuel and light 0.1 lower at 106.6, and clothing 0.1 higher at 122.5. There was no change for rentals at 112.3, homefurnishings and services at 119.4 and miscellaneous items at 109.6.

of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by in-

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1945

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau

dependent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered

that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rentals figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; homefurnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent),

\$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, homefurnishings, etc.; with their weights, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

Wholesale Prices, October, 1945

The general wholesale commodity price index of the Dominion Bureau of Statistics advanced 0.2 points to 102.9 in October. An increase of 1.2 points to 108.9 in animal products was responsible for this change, which was produced by price gains for eggs and butter. Livestock and lamb carcass quotations, however, continued to move lower. In the iron and steel products group, removal of the 10 per cent war exchange tax on imported steel plates and sheets was sufficient to lower the index 0.2 to 115.1. Declines of 0.1 to 91.8 for fibres, textiles and textile products, and to 98.9 for chemicals and allied products reflected lower quotations for hessian in the former instance and for hydrogen peroxide and copper sulphate in the latter. Alum and logwood extract were firmer in the chemicals group. Other group indexes were unchanged, vegetable products at 96.3, wood products at 117.6, non-ferrous metals at 79.7 and non-metallic minerals at 101.1.

Canadian farm product prices rose 2.1 points to an index level of 105.6 between September and October. The animal products section index advanced 5.3 points to 124.8 due to a seasonal increase in the fluid milk subsidy from 35 cents to 55 cents per cwt., effective October 1 and to substantially higher egg prices. These outweighed continued weakness in livestock. Field products registered a gain of 0.1 to 94.1 following further strength in rye, potatoes and onions which overbalanced declines for hay.

TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.3	
1928.....		120.5	131.5	117.3	113.2	133.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	109.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	107.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
1945.....									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
May 1.....	118.1	119.0	131.7	112.1	106.6	122.0	118.9	109.4	125.5
June 1.....	118.7	119.6	133.4	112.1	106.6	122.1	118.9	109.4	126.4
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
August 1.....	119.5	120.5	136.2	112.1	106.5	122.1	119.3	109.5	127.8
September 1.....	118.9	119.9	134.2	112.1	106.7	122.2	119.4	109.5	126.9
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939--
NOVEMBER, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES
FOR NOVEMBER, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	Apr. 1944	July 1944	Oct. 1944	Jan. 1945	April 1945	July 1945	Sept. 1945	Oct. 1945	Nov. 1945	Price Nov. 1945
Beef, sirloin steak	lb.	100-0	120-7	143-0	153-8	154-5	153-8	154-1	154-5	154-8	154-8	154-8	43-2
Beef, round steak	lb.	100-0	125-7	154-4	166-2	167-1	166-7	167-1	167-5	167-9	167-9	167-9	39-8
Beef, rib roast	lb.	100-0	125-5	173-9	172-2	172-2	173-0	173-9	173-9	174-8	174-3	174-3	40-1
Beef, shoulder	lb.	100-0	132-7	179-9	162-9	161-6	161-0	161-0	161-6	161-6	162-3	162-3	25-8
Beef, stewing	lb.	100-0	136-7	180-2	169-0	169-0	168-3	168-3	168-3	168-3	168-3	168-3	21-2
Lard, pure	lb.	100-0	139-3	175-7	174-6	174-6	173-4	173-4	173-4	174-6	174-6	174-6	29-5
Veal, forequarter	lb.	100-0	109-9	142-3	162-3	151-1	147-9	148-9	162-0	159-2	153-9	153-2	43-5
Lamb, leg roast	lb.	100-0	125-3	138-8	138-8	138-8	141-5	141-5	143-8	143-1	143-5	143-8	37-4
Pork, fresh loins	lb.	100-0	127-0	146-4	146-4	146-4	142-9	142-3	143-4	142-9	142-9	142-9	28-0
Pork, fresh shoulder	lb.	100-0	132-3	140-3	140-3	140-0	140-9	141-2	141-5	141-8	142-2	142-5	46-3
Bacon, side, med. sliced	lb.	100-0	151-3	155-3	151-8	151-8	155-3	156-1	157-0	158-8	158-8	159-6	18-2
Shortening, Vegetable	lb.	100-0	134-7	137-5	137-5	137-5	136-8	136-8	137-5	137-5	137-5	137-5	19-8
Eggs, grade "A" fresh	doz.	100-0	156-4	136-5	136-2	155-3	146-4	138-5	140-5	171-4	173-7	180-9	55-0
Milk	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	10-4
Butter, creamery, prints	lb.	100-0	140-5	146-2	143-2	145-4	146-2	146-2	143-6	144-3	144-7	146-9	40-1
Cheese, Canadian, mild	lb.	100-0	174-6	165-4	163-9	163-9	164-9	164-4	164-4	164-9	164-9	164-9	34-3
Bread, white	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, white grade	lb.	100-0	127-3	127-3	127-3	127-3	127-3	124-2	124-2	124-2	124-2	124-2	4-1
Rolled oats, bulk	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn flakes, 8 oz.	pkg.	100-0	101-1	101-1	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2½'s	tin	100-0	129-9	137-7	138-7	138-7	137-7	136-8	136-8	137-7	137-7	137-7	14-6
Peas, canned, 2's	tin	100-0	117-5	124-2	124-2	123-3	122-5	122-5	121-7	121-7	121-7	121-7	14-6
Corn, canned, 2's	tin	100-0	128-3	135-4	134-5	134-5	133-6	132-7	132-7	132-7	132-7	132-7	15-0
Beans, dry	lb.	100-0	129-4	131-4	133-3	133-3	133-3	133-3	133-3	133-3	133-3	133-3	6-8
Onions	lb.	100-0	108-2	157-1	159-2	124-5	112-2	108-2	140-8	134-7	128-6	126-5	6-2
Potatoes	15 lb.	100-0	89-9	147-3	153-0	128-4	126-8	141-2	204-9	169-2	148-5	147-6	48-4
Prunes, medium	lb.	100-0	115-8	123-7	122-8	122-8	122-8	121-1	120-2	120-2	120-2	120-2	13-7
Raisins, seedless, bulk	lb.	100-0	104-0	108-6	114-6	115-9	102-6	106-6	108-6	107-9	108-6	108-6	16-4
Oranges, medium size	doz.	100-0	132-5	139-6	141-0	141-6	142-7	147-1	153-6	155-6	156-0	153-9	45-1
Lemons, medium size	doz.	100-0	111-3	136-6	139-7	144-0	145-5	140-9	145-2	147-7	147-1	147-4	47-9
Jam, strawberry, 16 oz.	jar	100-0	111-3	115-1	114-5	115-1	114-5	115-1	114-5	114-5	115-1	115-1	18-9
Peaches, 20 oz.	tin	100-0	101-5	108-6	108-1	108-1	104-6	104-1	105-1	105-6	105-6	107-1	21-1
Marmalade, orange, 16 oz.	jar	100-0	118-3	131-1	130-3	130-3	129-6	129-6	128-9	128-9	128-9	128-9	17-5
Corn syrup, 2 lb.	tin	100-0	138-0	155-0	155-7	155-7	155-3	158-8	158-2	158-2	157-7	157-7	27-0
Sugar, granulated	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow	lb.	100-0	131-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-5
Coffee	lb.	100-0	141-6	131-1	131-1	131-1	131-1	131-1	131-4	131-7	131-7	131-7	44-5
Tea, black, ½ lb.	pkg	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to October 1945 prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS.

	Beef					Pork														
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins per lb.	Fresh shoulder per lb.	Bacon, side, med., sliced, per lb.	Lard, pure per lb.	Shortening, vegetable, per lb.	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolls, bulk, per lb.	Corn flakes, 8 oz. package
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	44-6	40-6	38-2	28-2	22-2	....	43-8	38-4	....	45-5	19-3	20-2	54-7	9-0	41-9	35-0	7-3	4-6	6-0	10-0
Nova Scotia—																				
2—Halifax.....	44-7	41-4	38-9	26-7	23-9	24-3	46-4	39-3	26-3	46-1	19-1	19-9	58-4	11-0	42-7	35-4	8-0	4-5	6-1	9-9
3—New Glasgow.....	45-7	43-1	42-0	26-8	22-6	....	47-1	40-4	30-6	46-6	19-4	19-9	57-0	10-0	43-3	36-4	7-3	4-9	6-1	10-0
4—Sydney.....	48-5	42-5	36-3	30-2	24-3	....	47-7	40-6	31-5	46-8	19-4	19-9	58-0	12-0	42-8	36-2	7-3	4-5	5-7	9-9
5—Truro.....	45-8	40-8	36-5	28-2	17-9	....	46-5	39-3	29-2	45-6	19-3	20-3	58-7	10-0	42-9	36-3	6-7	4-9	6-0	9-9
New Brunswick—																				
6—Fredericton.....	45-0	42-4	46-4	27-4	20-3	29-7	45-8	39-0	31-3	48-3	20-9	19-9	56-4	10-0	41-8	34-7	7-3	4-8	6-3	9-4
7—Moncton.....	45-6	41-4	40-9	27-1	21-0	30-0	47-8	39-0	30-1	48-3	18-8	19-9	58-1	10-0	41-9	34-9	8-0	4-5	5-9	10-0
8—Saint John.....	45-3	43-1	38-6	26-6	22-5	30-0	46-6	40-6	29-4	46-0	18-9	19-7	58-1	11-0	42-3	34-5	7-3	4-2	6-0	9-7
Quebec—																				
9—Chicoutimi.....	41-5	38-2	38-0	27-8	22-0	....	....	29-1	29-5	50-6	20-0	20-9	55-6	10-0	39-8	33-3	6-7	4-3	....	9-9
10—Hull.....	41-2	38-9	37-5	25-3	19-9	30-3	42-7	32-4	28-7	46-6	17-7	19-3	56-9	10-0	39-1	30-5	5-3	3-8	5-5	9-3
11—Montreal.....	42-6	39-7	43-5	24-1	20-1	26-5	43-6	34-3	27-2	46-8	18-6	19-2	58-4	10-5	40-1	33-9	6-0	3-8	5-6	9-3
12—Quebec.....	41-9	38-0	41-3	23-9	19-1	30-3	41-3	34-0	27-0	44-4	19-1	19-6	56-5	10-0	40-6	34-3	5-5	3-6	5-9	9-5
13—St. Hyacinthe.....	37-4	35-3	36-6	25-1	18-7	30-6	36-7	30-1	27-1	47-5	19-0	19-5	56-3	9-0	39-5	32-4	5-3	4-1	6-0	9-8
14—St. Johns.....	45-0	42-7	42-7	27-7	17-5	34-7	....	....	30-3	47-7	18-7	19-7	58-3	9-0	39-7	32-1	5-3	4-1	5-7	9-7
15—Sherbrooke.....	43-6	40-3	40-6	26-0	18-3	33-7	43-9	34-5	26-6	40-5	18-9	19-7	57-3	10-0	39-7	34-6	5-3	4-2	6-0	9-8
16—Sorel.....	40-6	36-9	40-9	25-2	19-7	....	37-7	33-2	26-6	47-0	19-0	19-7	55-1	9-0	39-7	32-1	5-3	4-1	5-3	10-0
17—Thetford Mines.....	34-3	35-0	34-0	25-6	17-7	....	....	26-0	25-9	39-2	18-6	19-4	55-5	9-0	39-3	31-7	5-3	4-0	5-3	9-6
18—Three Rivers.....	40-2	36-9	36-0	25-0	20-8	....	40-0	29-3	25-6	47-0	18-0	19-7	56-9	10-0	39-4	34-6	6-0	4-0	5-5	9-6
Ontario—																				
19—Belleville.....	42-0	38-6	39-8	25-8	20-2	27-5	43-2	37-4	29-8	45-4	17-8	19-1	53-0	10-0	40-0	30-8	6-7	4-2	5-4	8-7
20—Brantford.....	43-9	40-6	40-3	25-9	19-0	30-0	44-7	38-9	27-9	46-1	18-0	19-5	56-1	10-0	39-8	34-7	6-7	4-2	5-6	9-1
21—Brockville.....	46-7	42-8	44-0	26-3	21-6	....	....	....	....	45-8	17-9	19-2	55-3	10-0	39-8	31-3	6-3	4-0	5-5	8-8
22—Chatham.....	43-3	39-7	40-7	25-6	20-6	30-4	44-5	37-4	32-2	47-0	17-9	19-3	54-6	10-0	39-1	35-2	5-3	4-1	5-2	8-7
23—Cornwall.....	44-4	40-9	40-7	26-0	17-7	....	45-0	37-0	27-8	46-5	18-1	19-4	53-5	10-0	39-5	30-6	6-0	4-0	5-8	9-1
24—Fort William.....	43-4	39-7	37-6	25-4	22-0	....	44-0	....	29-6	46-3	18-0	19-2	56-6	11-0	40-6	32-1	6-0	3-9	5-1	8-8
25—Galt.....	43-7	40-3	40-0	25-0	22-8	29-7	44-0	38-0	26-3	48-3	18-0	19-2	54-4	10-0	39-9	36-0	6-7	4-1	5-8	8-8
26—Guelph.....	43-6	40-9	39-2	26-5	24-3	31-2	45-2	40-4	29-0	46-3	18-2	19-2	54-2	10-0	39-9	35-4	6-0	4-1	5-7	8-8
27—Hamilton.....	44-1	40-7	41-9	25-5	22-5	29-7	45-2	40-2	29-2	48-1	18-2	19-0	55-8	11-0	40-5	37-0	6-0	4-2	5-5	8-8
28—Kingston.....	43-3	38-8	39-9	25-8	18-6	....	44-0	38-6	27-0	45-6	17-7	19-2	55-4	10-0	39-5	31-7	6-0	4-3	5-3	9-2
29—Kitchener.....	43-0	40-1	41-1	25-2	22-9	30-5	45-6	38-6	26-9	47-2	18-4	19-6	52-1	10-0	39-7	33-5	6-3	4-0	6-1	8-8
30—London.....	43-7	40-1	41-3	25-6	22-0	30-2	44-1	39-3	26-3	46-0	18-5	19-3	55-0	10-0	39-9	33-1	6-0	4-0	5-5	8-8
31—Niagara Falls.....	42-8	39-5	40-9	25-1	19-8	30-1	43-7	39-3	27-6	44-4	18-3	19-3	54-8	10-5	39-7	32-5	6-0	4-2	5-7	8-8
32—North Bay.....	43-9	40-6	42-2	25-6	19-1	....	45-3	....	....	46-5	18-6	19-5	57-8	11-0	39-8	32-7	6-7	4-2	6-4	9-7
33—Oshawa.....	43-6	40-8	42-5	25-6	21-5	29-3	45-0	40-6	28-0	46-4	18-1	19-5	55-2	10-0	40-8	34-2	6-0	4-0	5-6	8-9
34—Ottawa.....	44-8	41-4	43-0	26-6	22-0	30-1	45-1	36-8	28-5	49-6	18-4	19-0	57-2	10-0	39-9	31-9	6-7	3-8	5-7	8-7

COAL AND RENTALS IN CANADA, NOVEMBER, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (28oz), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-1	15-5	15-7	6-6	6-9	42-3	13-9	17-4	47-8	64-4	39-2	23-7	37-9	29-1	8-6	8-1	53-4	38-0	.....	11-90	24-00-28-00(b)	1
14-6	14-4	14-9	6-9	5-7	47-2	13-9	16-4	52-0	54-4	40-0	20-3	36-9	29-1	8-6	8-3	49-5	38-0	.....	12-63	27-50-31-50	2
14-9	14-7	14-8	6-7	5-6	48-3	13-7	17-4	47-4	52-5	39-7	....	38-0	29-0	8-2	8-2	51-5	38-0	.....	.....	16-00-20-00	3
15-0	14-8	14-9	.....	6-5	48-2	12-7	16-8	52-3	58-1	39-1	....	37-9	28-9	8-6	8-4	49-7	37-8	.....	7-08	18-00-22-00(b)	4
14-7	14-8	14-7	6-8	5-9	46-1	14-1	17-1	49-9	52-5	39-6	....	37-6	29-9	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
14-8	15-0	.....	6-7	6-6	44-4	14-5	16-6	44-8	57-3	39-2	....	39-1	29-3	8-5	8-3	50-0	38-0	.....	12-41	21-00-25-00(b)	6
14-9	15-0	15-0	6-8	5-5	45-6	13-7	17-4	47-3	52-8	40-8	20-3	37-9	28-4	9-0	8-8	51-1	38-0	.....	11-91	26-00-30-00(b)	7
14-9	14-8	14-7	6-9	5-9	44-2	13-7	15-9	53-9	50-0	39-8	20-3	36-2	29-0	8-5	8-3	47-7	38-0	.....	13-03	20-50-24-50(b)	8
14-5	15-3	15-0	6-9	8-0	48-2	15-0	18-3	48-5	55-0	40-0	....	39-4	28-7	8-6	8-2	52-3	39-6	18-00	.....	.....	9
13-8	14-5	14-9	7-2	5-9	48-2	13-3	17-3	40-8	46-8	36-8	....	35-7	27-5	8-3	8-1	45-4	38-9	16-75	.....	15-50-19-50	10
13-5	14-1	14-4	6-6	6-2	47-9	13-9	16-3	43-5	41-6	37-6	....	34-9	27-2	8-0	7-9	47-1	39-6	16-75	.....	23-00-27-00(b)	11
14-3	14-6	14-7	6-8	7-0	48-0	14-6	17-1	45-2	51-0	38-3	20-0	36-3	28-5	8-1	7-9	43-6	39-9	16-00	.....	27-50-31-50(b)	12
13-8	14-7	15-5	7-4	7-5	51-9	14-2	17-6	46-3	47-5	39-4	....	36-4	28-6	8-0	7-8	42-6	40-3	15-75	.....	16-00-20-00(b)	13
13-9	14-8	15-0	6-6	8-1	49-3	14-6	17-7	44-7	47-5	39-4	....	37-4	28-2	8-0	7-9	41-6	40-0	15-50	.....	.....	14
14-1	15-2	15-2	6-5	6-5	46-6	14-6	18-2	47-3	46-2	39-7	....	38-9	28-9	8-0	8-0	41-3	39-4	17-50	.....	20-00-24-00(b)	15
14-6	14-8	15-7	7-5	7-2	51-9	15-3	16-9	45-2	52-8	41-2	19-0	37-6	29-5	7-9	7-7	46-2	39-4	16-25	.....	.....	16
14-3	14-5	15-6	6-1	7-1	50-9	15-0	16-7	48-0	48-0	39-6	....	38-4	28-5	8-0	7-5	48-0	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-4	14-5	6-6	7-6	52-2	14-9	19-0	49-0	53-7	40-3	....	37-6	28-7	8-5	8-0	47-5	40-3	16-00	.....	20-00-24-00(b)	18
12-9	14-1	14-7	6-3	5-7	49-0	14-3	16-7	44-4	46-7	36-6	....	33-6	26-5	8-4	8-4	43-9	39-0	16-00	.....	.....	19
14-2	14-2	15-0	6-7	5-8	50-6	13-2	16-8	47-4	46-9	36-3	....	33-4	26-5	8-4	8-3	46-3	39-4	16-00	.....	22-00-26-00	20
14-0	13-9	14-5	6-7	6-6	50-1	....	....	47-7	49-4	36-7	....	35-4	27-9	8-3	8-1	43-7	38-4	16-00	.....	20-00-24-00	21
14-5	14-4	.....	5-8	5-3	49-0	....	17-5	36-9	43-3	36-0	....	33-7	26-3	8-6	8-5	41-5	38-1	16-00	.....	21-50-25-50	22
14-7	14-8	15-0	6-8	6-3	48-0	....	....	38-6	45-2	....	....	34-7	26-6	8-2	8-2	45-3	38-6	16-50	.....	23-00-27-00(b)	23
14-3	14-5	14-6	6-6	5-9	45-1	13-8	16-8	46-7	47-0	37-7	20-5	35-0	26-0	8-7	8-6	41-9	38-1	16-80	.....	25-50-29-50	24
14-0	14-3	14-5	6-7	5-8	50-3	13-3	15-9	44-4	47-6	36-2	....	32-6	25-6	8-5	8-3	44-4	39-4	16-00	.....	22-00-26-00	25
13-9	14-4	14-9	6-4	5-6	50-1	....	15-9	41-3	45-4	35-6	....	32-8	25-7	8-6	8-5	43-1	38-6	16-00	.....	22-50-26-50	26
13-7	13-9	14-3	6-3	6-0	50-4	13-7	16-0	45-5	45-8	35-1	....	32-9	26-0	8-1	8-1	42-8	39-2	15-50	.....	26-00-30-00	27
13-5	13-9	14-4	6-7	6-1	47-8	14-3	14-8	46-7	46-9	....	....	34-8	26-6	8-1	7-9	43-5	38-9	16-00	.....	29-50-33-50	28
14-3	14-2	14-8	6-7	5-4	48-9	....	16-7	42-8	48-8	36-2	....	33-1	25-8	8-6	8-5	41-4	39-4	16-00	.....	26-50-30-50	29
14-2	14-5	14-8	6-5	5-7	50-1	13-3	14-5	42-9	45-7	36-3	....	32-5	25-5	8-6	8-4	43-6	39-3	16-50	.....	26-50-30-50	30
13-5	13-3	14-5	6-8	5-6	49-0	12-7	13-2	44-6	45-9	36-0	....	34-4	25-5	8-6	8-6	44-7	39-5	14-63	.....	25-00-29-00	31
14-1	14-2	.....	6-5	6-1	49-7	....	16-7	47-7	49-5	38-3	....	35-4	28-1	9-0	8-9	40-7	39-6	17-25	.....	23-00-27-00	32
13-7	13-6	.....	7-2	5-3	49-0	....	15-7	42-6	48-6	36-3	....	34-5	25-5	8-6	8-3	46-6	39-4	16-00	.....	24-50-28-50	33
14-2	14-5	14-7	6-7	6-4	47-9	13-5	16-7	44-5	47-6	37-0	....	36-0	27-3	8-2	8-0	43-9	39-0	16-75	.....	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins per lb.	Fresh shoulder per lb.											
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound.....	42.3	39.6	39.8	26.0	22.8	....	....	38.3	27.0	46.7	18.3	19.5	53.5	10.0	39.7	....	6.0	4.1	5.3	9.4
36—Peterborough.....	45.0	41.5	42.4	25.8	21.8	32.0	45.0	41.4	27.7	46.8	18.4	19.1	52.8	10.0	39.6	34.3	6.0	4.3	5.4	8.5
37—Port Arthur.....	42.8	39.2	38.8	24.8	22.4	29.3	41.6	37.7	28.7	48.5	17.7	18.7	56.7	11.0	40.3	34.2	6.3	4.1	5.5	9.0
38—St. Catharines.....	43.4	40.1	41.3	25.3	20.5	30.7	44.6	41.2	26.0	47.5	18.3	19.2	56.0	10.5	40.0	34.1	6.0	4.2	5.6	8.9
39—St. Thomas.....	44.1	40.5	41.3	25.2	23.0	30.0	44.5	39.7	29.0	45.7	18.7	19.6	54.6	10.0	40.3	33.8	6.0	4.2	5.9	9.3
40—Sarnia.....	43.3	40.4	41.6	27.4	22.5	32.7	43.5	37.0	29.7	45.8	18.4	19.5	55.2	10.0	40.4	33.3	6.0	4.0	6.2	9.3
41—Sault Ste. Marie.....	43.7	40.0	40.0	26.5	22.1	....	43.0	38.3	30.0	46.7	18.1	19.2	57.0	11.0	39.7	32.9	6.7	4.0	5.7	8.9
42—Stratford.....	41.4	39.8	39.4	25.5	22.8	....	42.0	37.6	27.6	45.7	18.2	20.0	53.4	10.0	39.7	34.1	5.3	3.9	5.9	9.1
43—Sudbury.....	42.6	39.7	39.7	25.4	23.3	27.6	40.6	37.4	29.7	44.8	18.7	19.7	58.3	11.0	39.9	34.7	6.7	4.1	6.4	9.1
44—Timmins.....	44.1	41.0	41.4	26.1	21.4	29.7	43.3	39.5	....	44.5	18.9	19.5	57.8	12.0	40.0	34.4	6.7	4.3	5.4	9.4
45—Toronto.....	44.2	40.5	41.8	26.2	22.9	30.5	44.4	40.2	24.9	49.7	18.1	19.1	56.9	11.0	40.0	37.3	6.7	4.2	5.4	8.7
46—Welland.....	41.7	38.3	41.1	25.7	22.0	30.7	....	38.9	28.2	43.6	18.3	19.5	54.6	11.0	39.9	36.1	6.7	4.2	5.1	8.8
47—Windsor.....	43.4	40.1	41.6	25.0	23.3	31.0	43.9	39.5	28.6	45.9	18.5	19.1	55.4	11.0	39.8	35.3	6.0	4.1	5.2	8.8
48—Woodstock.....	42.7	39.4	39.8	25.0	19.0	....	44.3	37.6	26.0	44.7	18.2	19.1	53.2	10.0	39.8	32.5	6.0	3.8	5.9	8.8
Manitoba—																				
49—Brandon.....	42.8	38.4	40.2	25.0	19.8	....	42.7	37.7	25.3	46.4	16.8	20.8	54.0	10.0	38.5	34.1	7.1	3.8	5.7	8.9
50—Winnipeg.....	42.2	37.7	35.4	24.7	21.1	27.1	41.3	37.1	28.8	48.3	17.3	19.6	53.9	9.0	38.2	34.7	8.0	3.7	5.2	8.8
Saskatchewan—																				
51—Moose Jaw.....	42.8	38.0	38.4	24.0	18.9	....	41.6	35.4	26.6	45.6	15.8	20.7	51.8	11.0	37.9	34.5	7.2	3.7	5.3	8.7
52—Prince Albert.....	38.2	35.2	35.0	23.4	17.8	....	....	35.7	27.3	43.0	16.7	20.2	50.3	10.0	38.8	34.2	6.0	4.0	....	8.6
53—Regina.....	41.5	38.0	37.6	24.2	21.2	26.0	41.2	35.0	25.0	42.9	16.4	21.7	52.3	10.0	38.0	34.8	6.8	3.9	6.0	9.1
54—Saskatoon.....	41.5	38.0	36.5	25.0	19.9	27.7	39.2	35.1	26.6	43.4	16.4	20.0	51.8	10.0	37.7	34.9	7.2	3.7	5.5	8.9
Alberta—																				
55—Calgary.....	43.2	38.9	39.9	24.8	21.4	26.2	40.5	....	....	48.3	16.3	20.2	53.3	10.0	38.9	36.2	7.2	3.9	5.4	8.7
56—Drumheller.....	41.7	37.7	39.5	25.3	20.5	....	....	35.7	26.7	45.4	17.3	21.5	50.8	10.0	39.9	38.5	8.0	4.4	5.4	8.8
57—Edmonton.....	40.5	35.8	38.1	22.8	20.2	26.6	37.1	35.0	26.4	45.7	16.3	20.3	52.1	10.0	38.6	35.6	7.2	3.9	5.3	8.7
58—Lethbridge.....	41.2	37.2	37.0	24.0	17.4	25.5	40.7	35.8	27.2	44.0	16.1	21.0	50.3	10.0	38.9	35.2	8.0	3.9	....	8.7
British Columbia—																				
59—Nanaimo.....	46.0	41.8	44.2	27.4	24.8	....	45.0	41.6	28.9	48.6	19.3	20.5	51.0	12.0	41.0	37.1	9.0	4.4	....	9.4
60—New Westminster.....	45.0	40.3	41.8	25.8	23.8	29.7	42.7	39.4	27.4	47.8	18.0	20.1	49.9	10.0	40.7	35.3	8.0	4.2	6.0	9.2
61—Prince Rupert.....	44.5	41.3	43.0	26.0	23.7	28.7	44.3	....	....	49.8	18.5	20.9	57.2	15.0	41.5	38.0	10.0	4.9	....	9.7
62—Trail.....	44.5	40.7	43.8	25.8	25.0	28.6	44.4	40.3	28.1	45.9	18.0	22.7	55.9	13.0	40.8	34.7	9.0	4.0	5.7	9.3
63—Vancouver.....	46.9	41.9	42.4	26.3	25.3	28.2	43.4	39.3	28.8	49.3	18.1	19.1	50.0	10.0	40.3	35.4	9.6	4.1	5.7	8.9
64—Victoria.....	45.8	41.8	43.8	26.7	23.9	31.4	45.0	40.5	29.9	46.0	18.7	20.3	50.6	11.0	40.8	35.7	9.0	4.3	6.5	8.9

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

COAL AND RENTALS IN CANADA, NOVEMBER, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½'s (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
14-0	14-3	.....	6-3	5-5	52-1	.....	15-4	46-3	47-6	.....	.....	34-9	26-0	8-6	8-5	48-0	39-2	16-50	.....	16-00-20-00	35
13-6	13-8	14-8	6-1	5-5	48-1	.....	15-0	41-6	47-3	37-4	.....	33-7	26-5	8-5	8-5	43-5	39-0	16-75	.....	24-00-28-00	36
14-0	14-5	14-3	6-1	6-0	44-8	14-7	17-3	46-9	49-2	37-7	22-5	35-4	25-5	8-5	8-4	41-3	38-1	16-80	.....	23-00-27-00	37
13-2	13-4	.....	6-5	6-0	49-8	.....	14-0	43-2	48-0	35-3	.....	33-3	26-4	8-5	8-2	43-8	39-1	15-75	.....	27-00-31-00	38
14-1	14-4	14-7	6-3	6-3	50-0	13-7	15-4	49-5	48-3	35-0	20-7	34-1	26-2	8-7	8-6	45-2	39-7	16-00	.....	21-00-25-00	39
14-3	14-5	15-2	6-8	5-5	50-2	.....	15-6	48-4	48-3	37-3	.....	33-6	26-7	8-8	8-7	44-8	39-4	16-50	.....	23-00-27-50	40
15-0	14-7	15-0	6-1	5-2	50-7	13-3	15-3	41-5	47-7	37-0	.....	34-4	26-6	8-6	8-6	41-0	39-0	17-00	.....	23-00-27-00	41
14-5	14-3	14-7	6-3	5-6	50-9	14-0	14-5	43-9	46-1	35-0	.....	33-5	26-5	8-8	8-6	45-3	38-7	16-00	.....	21-00-25-00	42
14-3	14-5	14-9	6-3	5-7	52-6	14-1	17-2	43-1	47-5	39-1	.....	34-8	28-1	8-8	8-5	45-0	38-7	17-75	.....	28-00-32-00	43
14-9	14-5	14-7	6-3	6-0	51-0	14-0	15-7	47-1	55-0	37-5	.....	34-6	28-0	8-8	8-8	40-3	38-8	19-50	.....	26-50-30-50	44
13-4	13-8	14-1	6-4	5-5	49-1	13-4	15-3	44-0	46-0	36-0	19-3	32-3	25-7	8-2	8-0	44-6	38-7	15-50	.....	32-50-36-50	45
13-7	13-5	14-5	9-1	5-5	50-3	13-6	14-2	44-9	46-0	36-0	.....	32-8	26-5	8-3	8-3	41-1	39-1	15-50	.....	.....	46
14-0	14-9	14-6	6-2	5-3	49-4	13-6	15-4	40-4	42-0	35-3	.....	33-1	26-2	8-2	8-0	41-3	38-5	16-00	.....	25-00-29-00	47
14-4	14-1	14-3	6-2	6-0	48-6	.....	15-9	38-3	44-6	35-6	.....	33-7	26-3	8-6	8-6	45-6	39-1	16-00	.....	22-00-26-00	48
15-5	14-9	16-2	7-0	6-1	40-2	13-9	15-9	42-5	45-7	.....	.....	36-2	25-0	9-2	9-0	44-3	37-8	.....	8-37	21-00-25-00	49
15-3	15-5	16-1	7-3	5-4	40-1	13-0	16-6	44-9	42-4	39-3	22-4	36-2	24-8	9-0	8-9	37-5	37-8	.....	12-95	26-00-30-00	50
16-7	15-1	15-8	6-8	6-2	42-1	13-8	16-8	42-2	46-6	40-8	22-5	36-0	27-2	9-3	9-3	43-0	38-9	.....	10-30	22-50-26-50	51
16-3	15-7	16-4	7-3	6-7	43-1	15-1	17-4	44-0	48-3	40-5	23-1	38-3	28-6	9-9	9-6	41-2	37-9	.....	10-50	19-50-23-50	52
16-9	15-3	15-2	6-8	6-5	43-1	13-4	17-7	43-0	44-0	39-9	21-6	36-9	28-0	9-3	9-7	42-6	38-0	.....	11-50	28-50-32-50	53
17-3	16-1	16-5	7-2	6-6	43-2	14-9	17-2	45-1	49-8	.....	22-3	37-4	27-4	9-7	9-8	45-1	37-8	.....	10-10	22-00-26-00	54
15-0	14-5	15-1	7-2	6-3	51-3	13-9	16-7	43-0	48-5	37-0	20-7	34-0	26-4	9-0	9-5	41-5	37-7	.....	8-25	26-00-30-00	55
17-3	15-9	16-5	7-7	6-5	48-5	13-1	17-4	40-5	50-6	40-4	22-7	35-7	28-0	9-5	9-7	43-0	38-0	.....	.....	21-00-25-00	56
15-8	14-9	15-4	7-3	6-6	47-7	14-0	17-3	47-4	44-5	38-6	21-3	33-8	25-9	9-2	9-3	43-6	37-6	.....	5-40	24-50-28-50	57
15-5	13-9	14-7	6-9	6-1	46-1	.....	16-2	43-6	46-2	.....	20-9	33-4	26-2	9-3	9-5	44-5	36-9	.....	4-90	22-00-26-00	58
15-0	14-9	15-0	7-9	6-6	51-4	10-0	15-4	39-3	39-1	37-6	20-1	31-3	25-0	8-9	8-8	40-9	38-1	.....	.....	17-00-21-00	59
14-7	14-6	15-0	7-6	6-1	47-0	11-5	16-1	43-9	38-6	36-7	20-4	33-3	24-9	8-0	8-0	36-5	38-2	.....	13-00	20-50-24-50	60
15-9	15-8	16-5	7-9	6-9	57-9	12-6	17-3	53-8	46-3	38-3	21-2	32-0	26-5	8-7	8-6	44-3	38-7	.....	13-65	20-00-24-00	61
15-0	15-3	16-4	8-3	6-3	51-6	12-6	17-0	45-8	49-3	36-0	21-6	34-6	27-4	8-9	8-8	39-6	37-7	.....	10-75	23-00-27-00	62
14-8	14-7	14-7	7-3	6-1	48-2	11-1	16-2	46-6	38-7	.....	19-8	30-6	24-4	8-0	8-0	39-3	37-8	.....	13-00	23-50-27-50	63
14-9	15-0	15-0	7-5	6-6	51-7	13-2	15-0	44-1	39-9	37-0	20-0	31-2	24-8	8-9	8-5	43-0	38-1	.....	13-25	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	Oct. 1926	Oct. 1929	Oct. 1933	Oct. 1940	Oct. 1941	Oct. 1942	Oct. 1943	Oct. 1944	Sept. 1945	Oct. 1945
All commodities.....	64.0	127.4	155.9	97.3	98.1	96.8	67.9	83.3	93.9	96.6	101.9	102.3	102.7	102.9
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	96.9	96.3	59.2	69.7	80.0	85.7	94.1	94.6	96.3	96.3
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	98.3	109.9	60.8	80.2	101.1	103.3	109.6	106.3	107.7	108.9
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	96.6	90.4	71.4	83.7	97.2	91.9	91.9	91.7	91.9	91.8
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	98.9	93.0	64.4	91.4	98.7	102.8	114.2	118.1	117.6	117.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	99.7	93.5	85.7	106.2	112.8	115.8	115.9	117.0	115.3	115.1
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	98.3	97.5	65.5	77.7	77.6	79.7	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.2	92.3	85.2	90.8	98.1	99.3	100.5	101.8	101.1	101.1
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.7	95.4	81.0	90.3	103.7	102.2	100.2	100.1	99.0	98.9
Classified according to purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	98.0	95.5	72.1	84.1	96.6	96.3	97.3	97.1	97.9	98.3
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	97.5	103.7	64.7	79.4	95.0	100.0	103.1	100.8	102.8	103.8
Other Consumers Goods.....	62.2	91.9	126.3	101.4	98.3	90.1	77.1	87.3	97.0	93.8	93.4	94.6	94.7	94.6
II. Producers Goods.....	67.7	133.3	164.8	98.8	97.9	97.1	63.4	78.4	85.7	89.4	98.2	99.7	99.7	99.5
Producers' Equipment.....	55.1	81.9	108.6	104.1	97.4	94.3	85.4	102.2	107.9	110.0	114.3	118.4	118.1	118.1
Producers Materials.....	69.1	139.0	171.0	98.2	97.9	97.4	60.9	75.7	83.2	87.1	96.4	97.6	97.7	97.4
Building and Construction Materials.....	67.0	100.7	144.0	108.7	98.1	98.5	81.0	98.0	112.1	116.5	124.0	127.4	122.4	122.4
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	97.9	97.1	57.5	71.9	78.3	82.1	91.7	92.5	93.5	93.2
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	96.7	94.0	59.6	68.3	70.3	82.3	90.0	90.1	91.3	91.3
B. Animal.....	70.1	129.0	146.0	95.9	98.9	106.3	62.6	81.5	98.8	99.6	102.4	100.6	101.6	102.4
Farm (Canadian).....	64.1	132.6	160.6	88.0	98.6	105.9	51.2	64.6	74.1	85.7	103.6	102.9	103.5	105.6
II. Marine.....	65.9	111.6	114.1	91.7	102.4	110.4	68.5	83.9	101.4	117.7	136.0	130.5	131.4	131.4
III. Forest.....	60.1	89.7	151.3	106.8	98.9	92.9	64.7	91.0	98.3	102.3	113.5	117.3	116.9	116.9
IV. Mineral.....	67.0	115.2	134.6	106.4	99.5	92.1	81.5	92.2	97.4	98.7	99.3	100.3	99.4	99.0
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	98.3	100.5	57.5	74.8	85.4	92.2	103.2	103.5	104.6	104.9
All manufactured (fully or chiefly).....	64.8	127.7	155.5	100.4	98.1	93.7	71.2	81.8	93.1	92.1	93.7	93.6	93.8	93.9

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1926	889	1926	200	July 1914	78	July 1914	188	1938 = 1000	1936-1939 = 1000	1926-1930 = 1000	180	1924-1930 = 1000
Base Period:						(a)					(d)			(b)
1913.....	64.0	79.1	69.8	70.7	.....	(g)	.....	.....	1125	.....	.....	.....	.....	.....
1914.....	65.5	80.7	88.1	71.8	.....	.....	.....	.....	1090	814	.....	748	.....	628
1915.....	70.4	79.7	69.5	72.5	.....	123	.....	.....	1204	855	.....	805	.....	876
1916.....	84.3	87.0	85.5	77.9	.....	146	.....	.....	1379	908	.....	802	.....	724
1917.....	114.3	102.4	117.5	91.6	.....	176	.....	.....	1583	998	.....	1024	.....	788
1918.....	127.4	102.4	131.3	107.5	.....	203	.....	204	1723	1064	.....	1225	.....	850
1919.....	127.4	102.4	131.3	107.5	.....	215	.....	.....	222	1574	.....	1282	.....	912
1920.....	134.0	126.5	138.6	128.8	.....	249	.....	.....	2512	1458	.....	1438	.....	1019
1921.....	155.9	145.4	164.0	143.0	.....	226	.....	.....	1805	1320	.....	1536	.....	1034
1922.....	110.0	129.9	97.6	127.7	.....	183	.....	.....	1445	1101	.....	1194	.....	952
1923.....	97.3	120.4	96.7	119.7	.....	172	.....	.....	1387	1063	.....	1053	.....	1010
1924.....	100.0	121.8	100.0	126.4	.....	166	.....	.....	1358	1069	.....	994	.....	1006
1925.....	96.4	120.5	96.7	122.6	.....	157	.....	.....	1305	1066	.....	988	.....	1004
1926.....	95.6	121.7	95.3	122.5	.....	164	.....	.....	1155	1041	(f)	963	.....	981
1927.....	88.6	120.8	86.4	119.4	.....	157	.....	.....	1047	932	.....	904	.....	795
1928.....	87.1	94.4	85.7	91.0	.....	140	.....	.....	1174	1000	.....	1036	.....	951
1929.....	78.6	102.2	78.0	100.8	.....	156	.....	.....	1146	999	.....	1071	.....	990
1930.....	75.4	101.5	77.1	99.4	.....	153	.....	.....	1273	1034	.....	1039	.....	1035
1931.....	82.9	105.6	78.6	100.2	.....	184	.....	.....	1398	1082	.....	1195	.....	1073
1932.....	90.0	111.7	87.3	105.2	.....	199	.....	.....	1569	1173	.....	1416	.....	1109
1933.....	95.7	117.0	98.8	116.5	.....	200	.....	.....	1708	1244	.....	1513	.....	(e) 1002
1934.....	100.0	118.4	103.1	123.6	.....	199	.....	.....	1766	1288	.....	1558	.....	(e) 1003
October.....	102.5	118.6	104.0	126.5	.....	201	.....	.....	1770	1301	.....	1559	.....	.....
November.....	102.4	118.6	104.1	126.5	.....	201	.....	.....	1770	1301	.....	1559	.....	.....
December.....	102.4	118.6	104.1	126.5	.....	201	.....	.....	1770	1301	.....	1559	.....	.....
1935.....	102.4	118.6	104.1	126.5	.....	201	.....	.....	1770	1301	.....	1559	.....	.....
January.....	102.5	118.5	104.7	127.0	.....	201	.....	.....	1779	1308	.....	1574	.....	(e) 1004
February.....	102.9	118.6	105.2	126.9	.....	202	.....	.....	1766	1311	.....	1577	.....	.....
March.....	103.0	118.6	105.2	126.9	.....	202	.....	.....	1775	1315	.....	1580	.....	.....
April.....	103.0	118.7	105.5	126.8	.....	202	.....	.....	1769	1314	.....	1580	.....	.....
May.....	103.0	118.7	105.5	126.8	.....	202	.....	.....	1772	1319	.....	1577	.....	(e) 1006
June.....	103.2	118.7	105.5	126.8	.....	202	.....	.....	1772	1319	.....	1577	.....	.....
July.....	103.2	118.7	105.5	126.8	.....	202	.....	.....	1772	1319	.....	1577	.....	.....
August.....	103.2	118.7	105.5	126.8	.....	202	.....	.....	1772	1319	.....	1577	.....	.....
September.....	103.2	118.7	105.5	126.8	.....	202	.....	.....	1772	1319	.....	1577	.....	.....
October.....	103.2	118.7	105.5	126.8	.....	202	.....	.....	1772	1319	.....	1577	.....	.....
November.....	103.2	118.7	105.5	126.8	.....	202	.....	.....	1772	1319	.....	1577	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942 = 1000, computed quarterly beginning March, 1942. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Price Movements in Canada and Other Countries

NET changes in world wholesale prices continued small during the third quarter of 1945 though the prevailing tendency was to lower levels. Between June and September 1945 the Canadian wholesale index declined 0.5 points to 102.7 (1926=100) mainly reflecting recessions in vegetables, live stock and coal. The United States Bureau of Labor wholesale index on the same base fell 0.9 to 105.2 due to lower quotations for farm products and certain other foods. At 169.6 (1930=100) in September, the United Kingdom series recorded a third-quarter decline of 0.5 points, weakness in certain foods and non-ferrous metals more than overbalancing strength in cereals. Among South American countries, the Argentine index receded 0.8 points in the third quarter to 217 (1926=100), following reductions in non-agrarian products, while the Chilean series at 892.7 (1913=100) in July registered a slightly firmer tendency.

The India (Calcutta) index declined 2 points to 279 (July 1914=100) in August. In the Antipodes the Australian index weakened 1 point to 1416 (July 1936-June 1939=1000) between June and September, while the New Zealand series recorded a gain of 8 points to 1591 (1926-30=1000) in August. On the base 1910=1000, the South African index registered an increase of 11 points to 1808 between June and August.

While cost of living changes in the majority of instances were fractional in the third quarter of 1945, there was less evidence of a def-

inite trend than was noted for wholesale prices. On the base 1935-39=100, the index of Canadian living costs rose 0.3 points to 119.9 between June and September mainly reflecting higher quotations for foods and homefurnishings and services. The Bureau of Labor series for the United States on the same base, receded 0.1 to 128.9 due to lower food prices which outweighed increases for clothing, homefurnishings, fuel and electricity and miscellaneous items. For the United Kingdom, a decrease of 1 point to 203 (July 1914=100) was produced by lower prices for foods. Higher prices for foods and clothing were responsible for a substantial quarterly increase in Mexican living costs, the index rising 18.2 points to 344.4 (1934=100) during the period under review. Latin-American countries have been recording increases through 1945 though at a progressively slower rate; an index for Chile (Santiago) stood at 426.7 (March, 1928=100) in July, compared with 411.0 in January. September 1945 cost-of-living indexes of 133.5 (1939=100) for Argentina and 204.9 (1913=100) for Peru were respectively 1.1 and 3.0 points above June levels. There was no change in the Switzerland index of living costs which remained at 210 (June 1914=100) throughout the quarter, while the Australian quarterly series added 1 point to 1270 (June 1936-July 1939=1000). Higher food costs were responsible for an advance of 3 points to 278 (January-March 1939=100) in the cost-of-living series for Iceland (Reykjavik).

Activities of the Wartime Prices and Trade Board July-September, 1945

Meat Rationing, Textile Programs, Freezing of Leases, Relaxation of Controls

THE end of hostilities in August did not mean the end of the shortages and economic strains resulting from the war. The supply of civilian goods continued to be limited because of the large and urgent needs of Canada's allies for food and reconstruction materials and because of the time interval required for the conversion of industry from war to civilian production. At the same time, demand was swollen by the special needs of discharged veterans and by the heavy volume of deferred requirements for such things as household appliances, backed by purchasing power in the form of accumulated war savings and discharge benefits.

In a broadcast on August 24, the Minister of Finance reiterated the policy of the Government regarding war-imposed economic controls: "The Government's policy with regard to abolishing wartime controls . . . has two main aspects—first, to relax and to remove controls over production and distribution as rapidly as acute scarcities disappear; and secondly, to safeguard the stabilization program until its full benefits can be reaped in a smoother, more rapid transition to a prosperous peacetime economy. The end of the war does not change this policy, though it does mean that we can move more rapidly".

While a number of controls had to be continued, therefore, adjustments were made to meet the changed circumstances. The removal of controls that might restrict reconversion was vital in view of the necessity for a rapid expansion of civilian production and civilian employment opportunities following the cancellation of war orders. By the end of the quarter about five in every six of the Board's production restrictions had been revoked. The Board's Policy of Equitable Distribution was modified to facilitate the establishment of new businesses, and to provide for the freer distribution of articles, production of which had been suspended during the war.

On the other hand, restrictions on the use and distribution of foods had to be tightened. Meat rationing was re-introduced to sustain a high level of exports while protecting the price ceiling and orderly distribution at home. The Board's control over the production of textiles and clothing had to be

kept in operation since the supply, restricted by curtailed imports and labour shortages, still fell far short of demand, now increased by the requirements of discharged service personnel. The greatly increased demand for housing in the face of the restricted supply made it necessary to introduce an emergency freezing of leases and to reorganize the Emergency Shelter Administration.

Foods

Meat Rationing: The decision to ration meat again was announced by the Prime Minister on July 6. His statement pointed to "the great and even desperate needs of liberated areas in Europe" and the downward trend of slaughterings in inspected plants the only possible sources of meat for export. Consumer rationing was to be re-established "on a basis which will result in a reduction of the overall consumption of meat in Canada and thus make available more supplies for the relief of war-ravaged Europe".

One of the first steps necessary was the re-establishment of control over all commercial slaughterings to ensure that supplies of meat could be fairly apportioned between export and domestic needs and to aid in stamping out the black market in meat which had begun to appear. Permit control of all slaughtering was introduced on July 9 and slaughtering quotas were fixed by the Board. Meatless days in restaurants on Tuesdays and Fridays of each week were introduced starting July 13, and consumer rationing came into operation on September 10.

The average weekly ration was set at two pounds of meat per person (carcass weight), the actual ration varying between one pound and three pounds according to the type of meat bought. This amount was about the same as the meat ration in effect from May 1943 to March 1944, but a number of items not rationed then were now included in the ration. It was expected that meat rationing would reduce Canadian meat consumption from an average of 149 pounds per person in 1944 to an annual rate of 130 pounds per person (this figure includes meat consumed in restaurants and military camps, and meat that remained unrationed as well as the individual ration).

The need for a substantial reduction in domestic consumption was clear from a comparison of minimum export requirements, slaughterings and stocks given by the Minister of Finance in the House of Commons on September 24. Export requirements in the year 1945 were only 70 million pounds lower than in 1944, while slaughterings had fallen by 270 million pounds between the eight months period, January-August 1944, and the comparable period in 1945. Moreover, only 479 million pounds had been exported up to August 31, so that the disproportionate amount of 310 million pounds remained to be exported in the last four months of the year. Stocks of meat in storage on September 1, 1945 amounted to 49 million pounds compared with 71 million pounds on September 1, 1944, and 150 million pounds on March 1, 1944, when rationing had been suspended.

During August and early September all indications pointed to all-time records of cattle marketings during the coming months, and in order to ensure that all available slaughtering facilities were used to capacity the Board suspended slaughtering quota restrictions on cattle on September 10. Slaughterers were, however, still required to hold permits, to stamp all carcasses, and to make full monthly reports, and slaughtering quotas were retained for hogs.

The introduction of meat rationing was accompanied and followed by a considerable volume of protests, mainly from the retail meat trade. Retailers proposed that rationing should be suspended and that meat required for export should be requisitioned from packers, leaving domestic supplies to be distributed equitably through the regular channels without rationing. This suggestion was rejected by the Government for reasons given by the Minister of Finance in Parliament on September 21. He explained that only meat originating in inspected plants can enter into interprovincial trade or be exported and that "the requisitioning of meats in sufficient quantity to fulfil overseas requirements would shorten the supplies with the effect that areas of surplus production would have abundant supplies, amply sufficient to meet the entire consumer demand and the deficiency areas would go extremely short. Throughout these deficiency areas and large urban centres the serious maldistribution would breed black markets and lead to a breakdown of price control".

The complaint of butchers that sales of the relatively perishable "fancy" meats (such as liver, kidney and tongue) had slowed down so that loss by spoilage threatened, was met by temporarily removing these meats from

the ration. It was explained, however, that appropriate steps would be taken to keep overall meat consumption within the original target.

Fresh Fruits: Owing to bad weather in the growing season, fruit crops in Ontario were exceptionally poor this year. Preliminary estimates made by the Dominion Bureau of Statistics in October are that the 1945 apple, plum and pear crops would be 78 per cent, 81 per cent and 88 per cent respectively below the 1944 levels. Ceiling prices of fresh fruits were therefore adjusted to give growers some financial relief. Maximum prices of Eastern apples were set higher than in 1944, and at the same time the prices for British Columbia apples sold in the East were raised to encourage their distribution in the areas normally served by the Eastern crop. Maximum prices of No. 1 Ontario peaches were increased to offset to some extent the effect on growers' earnings of the extremely poor crop of pears and plums. This could not have been done by adjusting prices of pears and plums since in many instances the crop was a complete failure.

Soft Drinks: A further cut in industrial sugar quotas was made on July 1. Representatives of manufacturers of soft drinks declared that they would be financially unable to continue at this reduced rate of operations, and a detailed investigation by the Board revealed that unless some relief was granted many small bottlers might have to go out of business. Manufacturers and wholesalers were, therefore, permitted to increase their prices by 10 cents per case. No change in maximum retail prices was provided for so that where the increase was put into effect it had to be absorbed by retailers. It was considered equitable that retailers should share the burden resulting from the sugar shortage, particularly since the adjustment of prices following the imposition of the 25 per cent excise tax in 1941 had given retailers a higher dollar and cent markup than before the war.

Textiles

The end of the war did not appreciably change the immediate outlook for textile supplies. The chief features of the textile situation in this period continued to be the restricted supply of imports from the United States and United Kingdom, labour shortages in domestic mills and a high volume of demand augmented by the needs of discharged servicemen and women.

In the late spring the Board introduced a general directive program designed to obtain

the largest feasible output of needed garments. Production directives for the second half of 1945 were issued to all manufacturers of essential garments and steps were taken to control the production and distribution of fabrics to conform with the garment programs. Garment manufacturers were required to maintain the same proportionate volume of production in each price range as in 1942 (in some cases 1943) and efforts were made to secure an adequate production of lower-priced fabrics to fulfil this requirement.

In spite of various difficulties the directive program achieved considerable success in many fields. The production of woollen fabrics was placed under directive control and manufacturers were required to ship civilian fabrics only on orders authorized by the Administrator. A Fabric Purchase Authorization for the requisite type and amount of material was issued to each manufacturer. In this way, the desired fabrics were produced, channeled to essential users and cut up without delay. Production of men's suits reached a record level during the summer and was well up to the scheduled rate. A special allocation of worsteds for discharged servicemen's suits had been obtained from the United Kingdom and was issued to manufacturers turning in Priority Suit Purchase Certificates (these certificates are issued to servicemen and women on discharge and presented to retailers when ordering a suit).

The production and distribution of cotton fabrics was not placed under the same direct control as woollens. Production of finished cotton fabrics was below expected levels owing to a shortage of grey goods imported from the United States. The output of men's shirts was restricted by shortages but the directive program was instrumental in inducing manufacturers to draw upon their inventories. The release of a substantial quantity of cloth previously held for service requirements eased the shortage of heavy fabrics for men's and boys' work clothing, though production could not be maintained at the scheduled rate. The output of women's cotton and rayon dresses was in accordance with expected rates, but production in the lower price lines was not adequate owing to the shortage of low priced fabrics.

The output of all types of children's clothing in wool, cotton and rayon was generally well maintained and in some garments exceeded the directive levels. Most of these garments had been under production directive before the general program began, and special arrangements were in operation to ensure adequate supplies of suitable fabrics. While production was sufficient to cover essential

requirements, it was not fully adequate in view of the general textile shortages, to meet unrestricted demand.

Housing

The already serious housing shortage became more acute during the third quarter of the year as demand grew with the return of large numbers of service personnel. The supply continued to be limited by labour shortages both in the building trades and in the building material industries. The housing problem was further complicated by the shifts in population due to the movement of discharged service personnel and of civilians released from war industries.

In many of the building material industries serious shortages of labour have involved strong pressures on production costs. To keep plants in operation financial relief was necessary and the removal of the 8 per cent sales tax on building materials in May 1945 had this effect. In some cases further relief was necessary and price adjustments were authorized on an individual basis.

The very critical housing shortage during the period was responsible for the Government's decision to introduce a freezing of leases in July. Much accommodation was being withdrawn from the rental market through purchases of property by people wishing to have secure possession, and the mounting number of notices to vacate issued to tenants, in many cases families of servicemen, made vigorous action imperative. All notices to vacate issued by landlords of houses and apartments who wanted the accommodation for themselves or their families were suspended, as was also the right of landlords to give such notices in the future. Landlords were given the right to appeal for removal of the freeze on notices already issued, and the appeal was to be considered on the basis of the relative need of landlord and tenant. Landlords might still give notice in respect of housing accommodation which they wished to sub-divide and the special arrangements made to expedite the recovery of accommodation for servicemen remain unchanged.

The return of demobilized men, and other population shifts which increased after V-J Day meant that the housing shortage was no longer concentrated in a few areas but applied to cities all over the country. To meet this new situation the Emergency Shelter Administration was re-organized. Shelter Officers were appointed to all Regional Offices of the Board to aid municipalities in meeting their temporary shelter problems. They work closely with the municipalities in such matters

as the use of government buildings for temporary accommodation and the utilization of vacant accommodation within their region. Shelter Officers attempt to persuade landlords of vacant property to rent it or sell for immediate occupancy and have legal authority to force such a disposition of property in the event of the landlord's refusal. From organizations such as the Canadian Legion and labour unions, which are in touch with the local situation, Emergency Shelter officers receive information and suggestions and they also work closely with Wartime Housing Limited when dealing with the shelter problems of returned veterans.

Relaxation of Controls

Equitable Distribution: In September the Board's "Policy of Equitable Distribution" relating to goods in short supply was revised to meet the new conditions following the termination of hostilities. Under this policy manufacturers and wholesalers had been required to allocate goods in short supply among their customers in proportion to deliveries to each customer in 1941. In some instances, suppliers had been permitted to add certain new accounts to their lists of 1941 customers. This policy was too rigid to meet the needs of the reconversion period since it obstructed the setting up of new businesses. In addition, the policy was not suitable for the distribution of household appliances and other goods that had not been produced for some time, since many of the 1941 distributive outlets had gone out of business.

In order to allow new businesses some opportunity to obtain goods even when in short supply, a list of goods was published of which only 80 per cent of current production had to be distributed according to the rules of equitable distribution and 20 per cent could be distributed freely. The articles concerned included clothing and footwear, furniture, luggage, machinery, tools and other items. To meet the problem arising from the closing down of former distributive outlets, the Board published a list of articles that may be distributed entirely without restriction, even though supplies are insufficient to meet all demands. These include capital equipment, electric appliances, motor cars, jewellery, aircraft, office machinery and other articles.

Removal of Other Controls: Following V-J Day, the few remaining restrictions on production were carefully examined and it was found possible to eliminate a number of them. In September, simplified manufacturing specifications for bed sheets and pillow cases, towels, bath mats and curtains were revoked.

Manufacturing restrictions on footwear and luggage were also withdrawn in September. In the pulp and paper field controls over the distribution of shipping cases and paperboard boxes were withdrawn, though the basic quotas, controlling the supply of paperboard to box manufacturers, continued in operation.

With the end of the war it became possible to free nylon yarns for civilian uses and the order which had restricted it to the production of parachutes was revoked. Restrictions on the sale and use of raw silk were also revoked.

After V-E Day, detailed quota controls over the production of farm machinery were replaced by an order requiring the larger producers to have their production schedules approved by the Administrator. This remaining control was withdrawn after V-J Day following the termination of the U.S. program of allocation of materials and components for farm machinery. Permit rationing of farm machinery and of small arms ammunition were also abandoned during the period.

Subsidy Removal

The end of the war made it increasingly important to remove subsidies as promptly as feasible. The systematic review of subsidies was continued during this period and the whole field of import subsidies was analyzed in detail. Where subsidy had been necessary to meet increased transportation costs resulting from war conditions, it could be expected to disappear as these costs declined. An example of this was the elimination of the subsidy on petroleum and petroleum products imported by ocean tanker into the Maritimes and Quebec, which had been paid to offset the great wartime increase in ocean shipping costs and insurance. This had been the largest single import subsidy paid by the Board, its cost being exceeded only by that of the domestic consumer subsidy on milk.

Further domestic subsidies were also removed during the quarter. The subsidy payable on a wide range of groceries was discontinued on September 1. With the end of the subsidy arrangement no general price increase has been permitted to replace it, but individual manufacturers who experience financial hardship are able to apply for relief under the Board's normal procedure for such cases.

On September 1, the subsidy arrangement for footwear leather was discontinued since a review of the financial position of footwear manufacturers showed that they were able to absorb the "squeeze". A number of woodenware subsidies were also cancelled including the subsidy on barrels for powdered milk and nail kegs, the subsidy on oars and a number

of special arrangements covering slack and tight cooerage.

In July, the 10 per cent subsidy payable on sales of softwood lumber to certain consumers was discontinued. This scheme had been particularly difficult to administer, and had assisted consumers in the West, who customarily purchase lumber at retail, much more than those in other provinces where many purchases are made on a wholesale basis. The effect of the subsidy removal was largely offset by the removal of the 8 per cent

sales tax on lumber, since in many cases, the resulting saving was passed on to the consumer.

The increasing number of instances in which subsidies have been replaced by price adjustments made it necessary to develop a procedure for those cases where inventories of subsidized goods are on hand which could be sold at the increased maximum price. An Order in Council issued in July enables the Board to demand refund of the subsidy contained in such inventories.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at September 30, 1945

IN the accompanying tables, which have been prepared by the Department of National Health and Welfare, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125* a year.

Under the provision of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

The administration of the Old Age Pensions

Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935. By a second Order in Council, P.C.5942, dated September 7, 1945, the administration was transferred from the Department of Finance to the Department of National Health and Welfare from September 1, 1945.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p.503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the

amount by which his income, so calculated, exceeds \$200†.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions

to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT SEPTEMBER 30, 1945

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners.....	11,751	15,854	12,485	12,480	14,292	58,326
Average monthly pension.....	24.13	24.37	24.48	22.25	22.57	24.51
* Percentage of pensioners to total population.....	1.44	1.70	1.71	2.70	2.34	1.47
* Percentage of persons over 70 years of age to total population.....	3.06	4.94	4.10	4.55	5.23	4.99
* Percentage of pensioners to popula- tion over 70 years of age.....	47.00	34.47	41.62	59.43	44.66	29.46
Dominion Government's contribu- tions for quarter ended Sept. 30, 1945.....	\$630,365 73	\$861,307 93	\$669,356 09	\$620,167 52	\$719,623 08	\$3,208,298 95
Amounts charged to War Appropria- tion for quarter ended Sept. 30, 1945, and included in Dominion Government's contributions for the same period.....	\$131,340 20	\$179,408 07	\$139,588 94	\$141,034 07	\$161,208 43	\$688,266 52
Dominion Government's contribu- tions April 1-September 30, 1945....	\$1,244,841 17	\$1,706,440 61	\$1,328,162 74	\$1,232,498 26	\$1,434,156 14	\$6,481,340 25
Amounts charged to War Appropria- tion April 1-September 30, 1945, and included in Dominion Govern- ment's contributions for the same period.....	\$260,401 44	\$354,981 64	\$277,910 95	\$280,767 49	\$320,859 17	\$1,457,667 61
Dominion Government's contribu- tions from inception of Act.....	\$22,567,415 09	\$31,115,462 27	\$29,254,610 09	\$15,246,728 96	\$22,797,162 36	\$136,539,199 45
Amounts charged to War Appropria- tion since amendment under the War Measures Act and included in Dominion Government's contribu- tions from inception of O.A.P. Act.	\$975,249 58	\$1,355,452 24	\$1,115,345 25	\$864,469 78	\$996,715 47	\$4,806,319 44

	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners.....	1,915	49,991	12,973	11	190,078
Average monthly pension.....	18.77	23.95	24.63	24.09	
* Percentage of pensioners to total population.....	2.10	1.43	1.53	.09	
* Percentage of persons over 70 years of age to total population.....	6.59	3.20	3.43	1.52	
* Percentage of pensioners to popula- tion over 70 years of age.....	31.92	44.63	44.73	6.01	
Dominion Government's contribu- tions for quarter ended Sept. 30, 1945	\$78,758 11	\$2,674,597 09	\$722,731 25	\$834 38	\$10,186,040 13
Amounts charged to War Appropria- tion for quarter ended Sept. 30, 1945, and included in Dominion Government's contributions for the same period.....	\$15,751 62	\$551,958 33	\$148,721 15	\$159 20	\$2,157,436 53
Dominion Government's contribu- tions April 1-September 30, 1945....	\$156,971 25	\$5,318,243 01	\$1,431,864 54	\$1,635 01	\$20,336,152 98
Amounts charged to War Appropria- tion April 1-September 30, 1945, and included in Dominion Govern- ment's contributions for the same period.....	\$31,394 25	\$1,099,638 66	\$206,649 37	\$311 65	\$4,380,582 23
Dominion Government's contribu- tions from inception of Act.....	\$2,401,900 75	\$71,377,090 63	\$27,762,606 50	\$29,421 74	\$359,091,597 84
Amounts charged to War Appropria- tion since amendment under the War Measures Act and included in Dominion Government's contribu- tions from inception of O.A.P. Act.	\$124,924 37	\$4,391,968 67	\$1,172,564 84	\$1,200 81	\$15,804,210 45

* Percentages based on the estimated population as at June 1, 1944—Dominion Bureau of Statistics.

† Amended by Orders in Council P.C. 6367, August 10, 1943, and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

PENSIONS FOR BLIND PERSONS
FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT SEPTEMBER 30, 1945

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	258	343	357	787	659
Average monthly pension.....	24.54	24.69	24.77	24.57	24.16
* Percentage of pensioners to total population.....	.032	.037	.049	.160	.108
Dominion Government's contributions for quarter ended Sept. 30, 1945.....	\$14,290 68	\$19,020 61	\$18,514 88	\$40,307 30	\$35,553 82
Amounts charged to War Appropriation for quarter ended Sept. 30, 1945 and included in Dominion Government's contributions for the same period.	\$2,908 40	\$3,916 81	\$4,035 25	\$8,294 44	\$7,509 39
Dominion Government's contributions April 1-September 30, 1945.....	\$28,374 39	\$37,772 35	\$38,560 78	\$81,167 59	\$70,930 97
Amounts charged to War Appropriation April 1-September 30, 1945 and included in Dominion Government's contributions for the same period.	\$5,775 32	\$7,724 26	\$8,102 70	\$16,696 72	\$15,038 38
Dominion Government's contributions from inception of amendment to Old Age Pensions Act....	\$291,288 73	\$427,970 93	\$433,294 71	\$962,461 96	\$818,419 56
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$22,400 66	\$30,491 38	\$32,204 43	\$59,021 72	\$49,043 88

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners.....	1,501	113	2,488	338	6,794
Average monthly pension.....	24.73	22.49	24.70	24.85	
* Percentage of pensioners to total population.....	.038	.124	.071	.040	
Dominion Government's contributions for quarter ended Sept. 30, 1945.....	\$84,581 77	\$5,596 55	\$141,557 51	\$18,920 83	\$378,343 95
Amounts charged to War Appropriation for quarter ended Sept. 30, 1945 and included in Dominion Government's contributions for the same period.	\$17,473 87	\$1,119 31	\$28,818 79	\$3,831 29	\$77,907 55
Dominion Government's contributions April 1-September 30, 1945.....	\$168,375 57	\$11,203 62	\$279,510 99	\$38,886 02	\$754,782 28
Amounts charged to War Appropriation April 1-September 30, 1945 and included in Dominion Government's contributions for the same period.	\$34,748 01	\$2,240 72	\$57,125 59	\$7,857 61	\$155,309 31
Dominion Government's contributions from inception of amendment to Old Age Pensions Act....	\$2,026,022 56	\$120,805 03	\$2,958,026 03	\$422,680 49	\$8,460,970 00
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$126,845 92	\$8,894 30	\$221,914 39	\$30,839 64	\$581,656 32

*Percentages based on the estimated population as at June 1, 1944—Dominion Bureau of Statistics.

Wartime Activities of British Trade Unions

"BRITISH Trade Unions and the War", is the title of a recent booklet published by the British Ministry of Information in its series describing British Wartime developments and institutions.

It points out that "throughout the war the unions, with a total membership running into millions, have given a consistent lead to the working people of Britain—explaining to them the issues involved in the war, advising them, encouraging them and inspiring them to greater efforts". More than that, they helped the workers materially to bear the heavy burdens of the war by making every endeavour to solve the many human problems that have arisen for workers, "both on the job and in the home." They also assisted substantially in handling such problems as the production

and distribution of food, the control of prices, the supply of fuel and the rationing of household goods and clothing. In fact, it is asserted that "without their co-operation the war effort of the British people could have been neither so sustained nor so intense".

Although the British labour movement was traditionally opposed to war and did all it could to prevent it by collective action with other peace-loving nations, nevertheless in the spring of 1939, when war seemed inevitable, it promptly aligned itself with the Government in making effective preparations. A Joint Consultative Committee containing equal numbers of representatives drawn from the British Employers' Confederation and the General Council of the T.U.C. was set up by Mr. Bevin, Minister of Labour in the

Churchill government early in 1940. This was almost unanimously endorsed later by the Conference of the T.U.C., thus making the Trade Union Congress in some measure partners with the Government in the conduct of the war.

The booklet recalls that hours of work and holidays were affected at different periods of the war. Changes were made in some instances at the national level with the consent of the Joint Consultative Committee, or, in other cases, by individual employers following consultation with local trade unions.

It is stated that the trade unions suggested many improvements in the "blackout" and air-raid precautions regulations and many of their members joined the Home Guards or acted as fire watchers. Early in the war especially, workers put in long hours at their jobs and abandoned their holidays, or agreed to their postponement.

Improved Labour Conditions

Although workers relinquished some of their rights for the duration of the war they also secured a certain number of improvements. Among the advances enumerated in the booklet are: "the provision of a guaranteed week and security of employment under the Essential Work Orders; the securing of a national minimum wage and wage increases for agricultural workers; the provision of regular employment and minimum weekly wages for dockers under the port labour schemes; the establishment of a national wage machinery for miners and the provision of new medical services in the mining industry; the introduction of new standards and conditions under the Catering Wages Act; the improved arrangements for the rehabilitation, training and re-training of men, women and young people for industrial work; and the great extension in welfare facilities—both inside and outside the factories, including the erection of hostels and canteens—and the appointment of doctors and nurses".

The booklet also declares that "the British trade unions are anxious to throw their full weight into the effort of reconstruction" and that they are looking for a new approach to the problems of industry and labour, both nationally and internationally. "They will help Great Britain to fill her place in an international society in which all nations co-operate to secure both freedom from want and freedom from fear".

Strikes and Lock-outs

With respect to the prevention of strikes and lock-outs in wartime Britain the booklet states:

"It was obviously undesirable that production should be interrupted by stoppages arising out of disputes. But the workers could hardly be expected to give up their right to cease work unless satisfactory arrangements could be made for the settlement of disputes and differences by other means. Nor could they agree to a ban on strikes if the employers were to retain the right to lock the workers out.

"In May 1940, Mr. Bevin asked the Joint Consultative Committee representing the British Employers' Confederation and the T.U.C. to advise him on the steps to be taken to avoid stoppages during the war. The Committee's recommendations were unanimous. In the light of their advice the Minister was able to make a Conditions of Employment and National Arbitration Order, providing for the settlement of trade disputes and the observance of trade union terms and conditions of employment. (The Order, it will be remembered, also provided for the registration of changes in working rules and practices with a view to their restoration after the war.)

"Under the Order a National Arbitration Tribunal was established to deal with disputes that could not be settled by the existing voluntary arrangements. The members of the Tribunal included representatives of the employers and trade unions. Disputes could be reported to the Minister by either the employers or the unions, and the Minister was to seek a settlement through the existing machinery or through the National Arbitration Tribunal. Strikes and lock-outs were prohibited unless the Minister had failed to act within 21 days. The Order also obliged employers to observe terms and conditions of employment not less favourable than those agreed upon through the usual joint machinery, and gave the unions the power to secure the enforcement of this rule by reporting any disagreement on terms and conditions as if it were a trade dispute.

"During that year, 1940—which was the first complete year of the war—the number of days lost through industrial disputes was the lowest ever. Disputes did take place, but they were mostly spontaneous. They rarely lasted long and were not approved by the unions. In the early part of 1944 some anxiety was caused by an increase in the number of irresponsible stoppages, and a new Order was made imposing heavy penalties upon persons responsible for instigating them. The Order was made with the approval of the trade unions, who stood by their agreement that disputes should be dealt with through the machinery set up for the purpose."



CANADIAN VOCATIONAL TRAINING

Annual Report for 1944-45

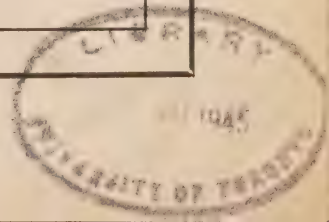
DEPARTMENT OF LABOUR
OTTAWA, CANADA

Issued as a supplement to LABOUR GAZETTE, August, 1945

Minister — Hon. Humphrey Mitchell

Deputy Minister—Arthur MacNamara

OTTAWA
EDMOND CLOUTIER
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1945



OTTAWA, May 16, 1945.

HONOURABLE HUMPHREY MITCHELL, P.C., M.P.,
Minister of Labour,
Ottawa

SIR,—The Vocational Training Co-ordination Act, 1942, provides that an annual report shall be prepared on the administration of the Act, and that report shall be placed before Parliament within sixty days after the termination of each fiscal year, if Parliament is then sitting, or if Parliament is not then sitting within fifteen days after Parliament is next assembled.

I have the honour to transmit herewith the report of the Director of Training for the fiscal year 1944-45.

Respectfully submitted,

A. MACNAMARA,
Deputy Minister of Labour.

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CANADIAN VOCATIONAL TRAINING

Introduction

A. MACNAMARA, ESQ., LL.D.,
Deputy Minister of Labour

SIR,—The undersigned begs to report as follows concerning the administration of the Training Branch during the fiscal year ended March 31, 1945.

P.C. 1976 of March 21, 1944 authorized changing the name of the Training Program from "War Emergency Training" to "Canadian Vocational Training", in order to emphasize more strongly its national aspect and its approach to the problem of training from other than an emergency point of view.

The Training Branch was responsible for administering various types of vocational training falling within the scope of the Vocational Training Co-ordination Act of 1942. There were three main divisions in this program, each carried on by means of Dominion-Provincial Agreements:

(1) Youth Training, which included a variety of projects for training young people including assistance to students;

(2) War Emergency Training, which included the training of workers for industry, tradesmen for the Armed Forces and rehabilitation training of persons discharged from the Armed Forces;

(3) Apprenticeship Training, which provided for the training of apprentices coming under the jurisdiction of Dominion-Provincial Apprenticeship Acts.

From the beginning of Dominion-Provincial Training up to March 31, 1945, the gross enrolment under Youth Training has been 271,277 and under War Emergency Training 397,194.

GROSS ENROLMENT DURING THE YEAR

Youth Training.....	7,122
Student Aid.....	2,276
Tradesmen for the Armed Forces	
R.C.A.F.	5,409
Army	9,860
Navy	2,176
Rehabilitation Training of Discharged Personnel.....	6,790
Industrial Classes	
Full-time Classes.....	4,053
Part-time Classes.....	5,011
Plant Schools.....	9,244
Foremanship	30,192
Total	82,133

The appropriations administered by the Training Branch during the year were as follows:

Youth Training.....	\$ 400,000
Apprenticeship Training.....	250,000
Rehabilitation Training of Discharged Personnel (Schedule L)	1,110,000
R.C.A.F. Tradesmen (Schedule G).....	1,700,000
Army, Navy Tradesmen and Industrial Workers (Schedule K)	3,240,000
Special Grants to Students and Universities.....	300,000
Supervisory Training.....	15,000
Advisory Council.....	5,000
Departmental Administration.....	40,460
Total	\$ 7,060,460

Agreements concerning Youth Training and War Emergency Training were in effect with all provinces, and an Apprentice Agreement in effect with all provinces except Prince Edward Island and Quebec.

During the year several additions were made to the Head Office staff of the Training Branch, which on March 31 comprised the following: a Director, an Assistant Director, a Superintendent of Rehabilitation Training, one Procurement Officer, one Chief of Supervisory Training, one Head Clerk and general office staff of ten. The decentralized administration of all training activities was continued as in the past, with a Regional Director appointed in each province. In some cases these Regional Directors were provincial officials, whose services had been made available for this purpose, and who have willingly agreed to undertake the great amount of additional work involved. Their names and addresses are listed in Appendix 2 of this report.

To advise the Minister, the Vocational Training Co-ordination Act provided for the appointment of an Advisory Council. This Council consists of a Chairman and sixteen members representing employers and workers, veterans, technical education, women's organizations and other groups. Their names are listed in Appendix 1 of this report. Two meetings of the Council were held during the year in October and March, at which special consideration was given to post-war aspects of vocational training, and recommendations were made to the Minister concerning the training and retraining of veterans, the training of workers released from industry and the provision of Dominion financial assistance to the provinces for vocational schools. These meetings of the Council were attended by the Regional Directors.

Each Regional Director is assisted in his work by a small office staff, an instructional and supervisory staff in the various training centres and by an increasing number of field representatives, some of whom are assigned to the promotion of Foremanship and Supervisory Training, but the great majority are concerned with the vocational training of discharged members of the Armed Forces.

The details of the training activities which follow are given under four headings, namely:

- (1) Dominion-Provincial Youth Training
- (2) Dominion-Provincial Apprentice Training
- (3) Dominion-Provincial War Emergency Training
- (4) New Post-War Training Projects

I—Dominion-Provincial Youth Training

The appropriation for the fiscal year 1944-45 was \$400,000 which was allotted among the provinces as shown in Table 1 below. The agreements under which this program was carried on in all provinces provided for the province submitting to the Department of Labour a list of the projects which it would like to carry on, and when these were approved they were incorporated into appropriate schedules setting forth the regulations governing their operation. The approved costs for this type of training were shared equally between the provinces and the Dominion. Those eligible for training were men and women between the age groups of 16 and 30 (in some projects the upper age was extended to 35). The agreements under which this program was carried on terminated on March 31, 1945, but negotiations were opened before that time for their renewal.

TABLE 1—DOMINION-PROVINCIAL YOUTH TRAINING
DOMINION ALLOTMENTS AND PAYMENTS FOR YEAR ENDED MARCH 31, 1945

Province	Allotments	Payments Made to April 30, 1945
		\$ cts.
Prince Edward Island.....	10,000 00	8,236 66
Nova Scotia.....	20,000 00	14,074 17
New Brunswick.....	27,500 00	21,603 74
Quebec.....	135,000 00	111,560 10
Ontario.....	60,000 00	.....
Manitoba.....	15,000 00	1,660 05
Saskatchewan.....	35,000 00	21,462 71
Alberta.....	45,000 00	14,990 44
British Columbia.....	40,000 00	39,665 97
Totals.....	387,500 00	233,253 84

The activities carried on in the several provinces during the year were as follows:

Apart from assistance to university students, which was carried on in all provinces, the following classes were held during the year under the Youth Training Agreements:

Prince Edward Island.—Homecraft and handicraft for women—(2); egg and poultry grading for men and women—(1); farm mechanics—(2); carpentry—(2); blacksmithing—(1).

Nova Scotia.—A general agricultural course for five months at the Truro Agricultural College; egg grading; industrial and commercial training at Glace Bay, Sydney and North Sydney.

New Brunswick.—A general agricultural course for six months at Sussex; Edmundston, Woodstock, Newcastle and St. Joseph's University; business course.

Quebec.—Home service school for women—(1); rural homecraft and handicraft for women—(1); chick sexing—(1); poultry courses—(9); wood carving—(1); co-operatives and credit unions—(6); potato raising—(1); farm apprenticeship—(1); industrial occupations for the blind—(1); fishing—(1); egg grading—(2).

Manitoba.—Rural homecraft and handicraft for women—(2).

Saskatchewan.—A general agricultural course for five months at the University of Saskatchewan; a six-weeks agricultural course at the University of Saskatchewan, specializing in farm mechanics; poultry raising—(1); four-weeks agricultural courses—(2); two-weeks agricultural courses—(22); three-day farm implement repair courses—(14).

Alberta.—A general agricultural course for six months for rural boys and girls at Olds; urban occupational training for men and women; farm implement repair courses—(9).

British Columbia.—Power sewing machine operating for women; the re-make classes for remodelling clothing inaugurated last year at the request of the Wartime Prices and Trade Board were carried on throughout the year in eleven centres.

TABLE 2—DOMINION-PROVINCIAL YOUTH TRAINING
STATISTICS ON PERSONS GIVEN TRAINING DURING THE FISCAL YEAR ENDED MARCH 31, 1945

	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Columbia	Dominion Total
<i>A. Total Number Given Training—</i>										
Male.....	109	265	193	1,248	186	2	1,214	228	191	3,636
Female.....	79	785	183	618	91	42	213	56	1,419	3,486
Totals.....	188	1,050	376	1,866	277	44	1,427	284	1,610	7,122
<i>B. Total Number Given Training in the Various Types of Projects—</i>										
Agricultural and Rural Training Courses.....	115	829	127	952	.....	36	1,161	157	.....	3,377
Urban Occupational.....	63	136	.....	.....	.....	.....	.....	2	1,300	1,501
Home Service Training.....	.....	.....	.....	33	.....	.....	.....	.....	.....	33
Student Aid.....	10	85	249	881	277	8	266	125	310	2,211
Totals.....	188	1,050	376	1,866	277	44	1,427	284	1,610	7,122
<i>C. Total Days of Training Given.....</i>	2,018	11,456	10,051	22,794	.....	1,447	14,252	3,128	10,856	76,002
<i>D. Numbers Placed in Employment or Enlisted from Youth Training Classes.....</i>	1	68	1	385	.....	.....	16	2	60	533
<i>E. Number Who Discontinued Training Before Completion of Course—</i>										
Male.....	.....	73	19	9	.....	.....	20	.....	.....	121
Female.....	2	36	.....	9	.....	.....	.....	1	8	56
Totals.....	2	109	19	18	.....	.....	20	1	8	177

STUDENT AID

The joint Dominion-Provincial Student Aid Schedules were carried on in all Provinces with the cost shares equally between the Dominion and the provinces. The same rules of eligibility applied as in previous years concerning the students' academic standing, financial need and availability of services on graduation in connection with the war effort. The average amount of assistance in any one year could not exceed \$400.00 for a student in Medicine or Dentistry; \$300.00 in Engineering and Science; and \$200.00 for other university students. At the discretion of the province the money in some cases was given as an outright grant, or as a loan, or as a combination of both. The number of students assisted was somewhat smaller than in the previous year, because special assistance to first year students in Engineering and Science was discontinued for the fiscal year 1944-45.

In order to assist the Provincial Departments of Education in meeting a serious shortage of teachers, particularly in the elementary schools, teachers were eligible for help in the Student Aid Schedules of Prince Edward Island, Nova Scotia, New Brunswick, Ontario, Saskatchewan, Alberta and British Columbia. In some cases they were given assistance to attend the regular normal school course, and in some provinces to attend special teacher training courses held during the summer.

To help meet a shortage of nurses, nurses under training in hospitals were included under the Student Aid Schedule in the Provinces of Quebec, Manitoba, Saskatchewan, Alberta and British Columbia. The average amount of assistance was \$100.00 for the trainee, given for the most part as a grant.

In some provinces assistance under the joint Dominion-Provincial Student Aid Schedule was restricted to certain types of students and to students who were residents of the province. To meet this situation an allotment of Dominion funds was made to the Provinces of Nova Scotia, New Brunswick, Quebec and Manitoba, under a Special Student Aid Agreement. The Dominion bore all the costs of expenditures from this special fund. Assistance was given solely as a loan to students who had not received help in a previous year; in other cases 50 per cent of the assistance was given as a loan and 50 per cent as a grant, provided that the student's academic standing on his previous year's examinations had been satisfactory to the university in which he or she was enrolled.

The number of students assisted in the different faculties and the amount of disbursements is shown in Table 3.

SPECIAL DOMINION GRANTS TO UNIVERSITIES

At the beginning of the fiscal year the universities decided to discontinue gradually the acceleration of the courses in Medicine and Dentistry and to return to their normal academic courses. As the change back to normal would take several years, the Dominion's special grants to the universities for meeting the additional costs of these accelerated courses were continued, but a substantially smaller amount was expended totalling approximately \$62,600 for the fiscal year. These grants were made to the following universities: Dalhousie, Laval, Montreal, McGill, Queen's, Toronto, Western Ontario, Manitoba, Saskatchewan and Alberta.

II—Apprenticeship Training

Under the authority of the Vocational Training Co-ordination Act and P.C. 8993 of January 21, 1944, Apprenticeship Agreements lasting for ten years were concluded during the year with the Provinces of Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta and British

TABLE 3—ASSISTANCE TO STUDENTS DURING THE YEAR ENDED MARCH 31, 1945

DOMINION-PROVINCIAL FUNDS

PROVINCE	General Section	Medicine	Dentistry	Engineering	Science	Forestry	Hospital Nurses	Teachers	Technical School Students	PROVINCIAL FUNDS		DOMINION FUNDS	
										Grants	Loans	Grants	Loans
										\$	\$	\$	\$
Prince Edward Island.....		7						3			1,200 00		1,200 00
Nova Scotia.....		10	1	21	8			45		2,121 25	6,796 25	2,121 25	6,796 25
New Brunswick.....		21	7	18	5	3		195		16,471 00		16,471 00	
Quebec.....	85	121	44	115	116		252		118	43,988 50	29,543 50	43,988 50	29,543 50
Ontario.....		84	6	77	29		1	80		33,061 50		32,286 50	
Manitoba.....				1	1		6				700 00		700 00
Saskatchewan.....	29	41	2	27	6		13	148		8,032 50	6,908 50	8,032 50	6,908 50
Alberta.....	23	9	3	39	13		19	19		9,155 00	75 00	9,155 00	75 00
British Columbia.....	41	73	10	58	35		23	70		30,340 00		30,340 00	
Total.....	178	366	73	356	213	3	344	560	118	143,169 75	45,223 25	142,394 75	45,223 25
SPECIAL DOMINION FUND													
Nova Scotia.....		8	3	14	10							3,026 50	7,146 00
New Brunswick.....				1									300 00
Quebec.....		6	1	2	6							875 00	3,575 00
Manitoba.....				12	1							1,030 00	1,620 00
Total.....		14	4	29	17	1						4,931 50	12,641 00
GRAND TOTAL.....	178	380	77	385	230	4	344	560	118	143,169 75	45,223 25	147,326 25	57,864 25

Total Students, 2,276; Total Disbursements, \$393,553.50.

Columbia. To implement the terms of these agreements, Apprenticeship Acts were passed during the year in the Provinces of Alberta, Saskatchewan, Manitoba and New Brunswick. The other three provinces already had such legislation on their statute books.

Under the terms of this agreement the Dominion shared equally with the province in the costs of providing technical and practical training in schools, either on a full-time or part-time basis, for apprentices registered under the Provincial Act. These costs included the following items: salaries of instructors, costs of materials, supplies, hand tools, machinery and equipment, correspondence courses, rentals of premises for full-time classes, and payment of training allowances to apprentices in full-time classes for a period not in excess of 13 weeks per annum. In those provinces where Apprenticeship Acts were just recently passed, most of the year was spent in organizing the provincial administrative machinery, the appointment of directors of apprenticeship and joint apprenticeship trade committees. Regulations were drafted governing apprentice training and the designation of trades to come under the Apprenticeship Acts. Apprentice classes were held in the Provinces of Nova Scotia, British Columbia and Ontario. In the latter province the enrolment was confined largely to the building and construction trades.

The Dominion allotments and expenditures to each province are shown in Table 4.

It is anticipated that there will be a great increase in activity in apprentice training during the next year, when all provinces with whom there are Dominion-Provincial Agreements have their administrative and supervisory arrangements completed. The training of veterans as apprentices is dealt with in this report in the section dealing with rehabilitation training.

TABLE 4—APPRENTICE TRAINING YEAR ENDED MARCH 31, 1945

Province	Dominion Allotments	Dominion Payments to April 30, 1945	Total Apprentices Registered March 31, 1945	Days Training in Schools during Year
	\$	\$ cts.		
Nova Scotia.....	12,500	349 00	47	*485
New Brunswick.....	5,000			
Ontario.....	20,000	6,043 00	1,748	9,186
Manitoba.....	10,000			
Saskatchewan.....	10,000			
Alberta.....	10,000			
British Columbia.....	2,500	82 75	918	*80
Totals.....	70,000	6,374 75	2,713	9,761

*Part-time classes only.

III—Dominion-Provincial War Emergency Training

Early in the year an agreement was completed with Prince Edward Island to provide for the vocational training of persons discharged from the forces, thus making War Emergency Training Agreements operative in all provinces of the Dominion.

The agreements were carried on under three separate schedules: Schedule "G"—training of tradesmen for the R.C.A.F.; Schedule "K"—training of workers in industry and tradesmen for the Army and Navy; Schedule "L"—rehabilitation training of ex-service personnel.

As in the previous years the training has been given in the regular provincial and municipal vocational schools, special training centres carried on under

Canadian Vocational Training and in industrial plants. The provinces and municipalities again continued to furnish training facilities in the vocational schools free of charge for rent or depreciation. Provincial Governments also continued as in previous years to pay certain local administrative costs and share with the Dominion (in most provinces) in the cost of capital equipment and machinery purchased. All other costs were met by the Dominion Government with funds from the War Appropriation and included the following: salaries of instructors, supervisors and field representatives; cost of materials, supplies, etc.; rental of premises; alterations and additions to buildings; weekly training allowances to trainees, ranging from \$7.00 for single trainees living at home to \$18.00 for heads of families living away from home.

The amounts of Dominion allotments and payments to each province are set forth in Table 5.

TABLE 5—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING

DOMINION ALLOTMENTS AND PAYMENTS FOR YEAR ENDED MARCH 31, 1945

Province	Allotments				Total Payments Made to April 30, 1945
	Schedule "G" R.C.A.F. Classes	Schedule "K" Army, Navy and Industrial Classes	Schedule "L" Discharged Members of Forces	Total Allotments	
	\$	\$	\$	\$	\$ cts.
Prince Edward Island.....			15,000	15,000	5,497 97
Nova Scotia.....		185,000	30,000	215,000	136,357 30
New Brunswick.....	40,000	160,000	40,000	240,000	127,782 79
Quebec.....	150,000	850,000	150,000	1,150,000	492,542 18
Ontario.....	350,000	1,400,000	475,000	1,225,000	694,012 32
Manitoba.....	55,000	150,000	75,000	280,000	102,526 50
Saskatchewan.....	60,000	160,000	90,000	310,000	206,728 13
Alberta.....	60,000	210,000	115,000	385,000	205,068 86
British Columbia.....	75,000	275,000	95,000	445,000	191,879 00
Totals.....	790,000	3,230,000	1,075,000	4,265,000	2,162,395 05

The summary of different types of projects carried on is as follows:—

(1)—R.C.A.F. CLASSES (SCHEDULE "G")

As the need of the R.C.A.F. for additional trained personnel ceased during the year, very few new trainees were taken in after April 1, 1944, and all training under this schedule ceased during the summer of 1944. It is of interest to note that these schools were first started in June 1939 and have shown a total enrolment of over 65,000 R.C.A.F. personnel.

(2)—ARMY TRADESMEN (SCHEDULE "K")

During the year a great many of the classes for the regular Army tradesmen were discontinued by the Army, except for Army clerks and clerk-stenographers. The training of young soldiers for the Canadian Technical Training Corps continued throughout the year, with a slight increase in the enrolment. The syllabus of training was altered by the Army and at present provides for a preliminary orientation course of a general nature for approximately three months, to be followed by a specialized trade course of six months in the trades of draughtsmen, motor mechanics, fitters, electricians and instrument mechanics. Thirty hours instruction is given per week, of which approximately half is spent in practical shop work.

(3)—NAVY TRADESMEN (SCHEDULE "K")

The number of Naval tradesmen enrolled has declined slightly during the year, and comprised mainly engine room artificers, motor fitters, writers and cooks.

(4)—TRAINING FOR INDUSTRY (SCHEDULE "K")

Authority was given by Order in Council to provide training not only for workers engaged in war production, but also for workers engaged in essential civilian production. The chief effect of this was to extend the scope of Foremanship and Supervisory Training to a larger number of firms, and to extend the facilities of plant schools to a number of industries engaged in the production of textiles and civilian clothing.

There was a very sharp decrease in the enrolment of all types of industrial classes during the year, as the need of most industries for training under this schedule had been met. The types of training given were much the same as in previous years. As of March 31, 1945 full-time pre-employment training in schools was practically confined to the Provinces of Ontario and Quebec.

To meet urgent requests from the Dominion Civil Service for typists and stenographers for the War Departments, special classes of this kind lasting approximately five months each, were held in several localities in the Provinces of Nova Scotia, Quebec, Ontario and Alberta.

At the request of the Department of Agriculture and National Selective Service to meet a shortage of cheese makers and dairymen, the special classes held in the previous year were carried on again at St. Hyacinthe, Kemptville, Guelph, Winnipeg, Saskatoon and Edmonton. As in the previous year, the courses lasted about three months and all trainees were sponsored by creameries, dairies or cheese factories, and went immediately to employment on the completion of the course. The egg grading courses inaugurated in 1943-44 were repeated again this year in the three Prairie Provinces.

(5)—TRAINING IN INDUSTRY

Since the beginning of War Emergency Training, 151 plant schools have been approved, but the number operating during the year showed a very marked falling off. These schools are carried on in industrial plants on a full-time basis with special instructors, and are supervised jointly by the industry and Canadian Vocational Training. The statistical report for this type of training is shown in Table 9. A change was made in the method of reimbursing the employer from that followed in the previous year. The maximum length of training was set at 12 weeks, except in special cases, and during that period the Government refunded to the employer 50 per cent of the wage paid by the employer to the trainee up to an amount not in excess of \$10.00 per week, but if any trainee discontinued training or was discharged while enrolled in the school, one week's refund was deducted. This change was put in effect to encourage a more careful selection of trainees entering the plant schools, and apparently in most cases the change appears to have had the desired effect, as a reduction in labour turnover was effected. The plant schools in the coal mines in Nova Scotia have been continued throughout the year, but with a disappointingly small output of trainees and at a very high per capita per diem cost. They have been continued as it was considered advisable to make every effort to increase the production of coal. These coal mine plant schools are carried on through a joint committee representing the mine operators, United Mine Workers Union and the Government.

DEPARTMENT OF LABOUR

TABLE 6—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
 TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE PERIOD
 APRIL 1, 1944 TO MARCH 31, 1945

	Numbers in Training		Completed Training
	From April 1, 1944 to March 31, 1945	At End of March, 1945	From April 1, 1944 to March 31, 1945
<i>Dominion Summary—</i>			
R.C.A.F. Classes.....	5,409	1	4,904
Army Classes.....	9,860	1,302	7,816
Navy Classes.....	2,176	259	1,835
Total.....	17,445	1,562	14,555
<i>Nova Scotia—</i>			
Army Classes.....	444	72	348
Navy Classes.....	45	12	30
Total.....	489	84	378
<i>New Brunswick—</i>			
R.C.A.F. Classes.....	167		156
Army Classes.....	1,010	215	719
Navy Classes.....			
Total.....	1,177	215	875
<i>Quebec—</i>			
R.C.A.F. Classes.....	361		332
Army Classes.....	958	125	773
Navy Classes.....	105		54
Total.....	1,424	125	1,159
<i>Ontario—</i>			
R.C.A.F. Classes.....	2,512	1	2,259
Army Classes.....	3,390	383	2,731
Navy Classes.....	1,908	216	1,668
Total.....	7,810	600	6,658
<i>Manitoba—</i>			
R.C.A.F. Classes.....	554		473
Army Classes.....	203		201
Total.....	757		674
<i>Saskatchewan—</i>			
R.C.A.F. Classes.....	582		558
Army Classes.....	1,373	292	1,081
Total.....	1,955	292	1,639
<i>Alberta—</i>			
R.C.A.F. Classes.....	507		471
Army Classes.....	873	4	802
Navy Classes.....	55		55
Total.....	1,435	4	1,328
<i>British Columbia—</i>			
R.C.A.F. Classes.....	726		655
Army Classes.....	1,609	211	1,161
Navy Classes.....	63	31	28
Total.....	2,398	242	1,844

TABLE 7—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
TRAINING IN INDUSTRY DURING THE FISCAL YEAR ENDED MARCH 31, 1945

	Numbers in Training		Completed Training	Transferred Before Completion	Released or Quit Before Completion	
	From April 1, 1944 to March 31, 1945	At End of March, 1945	From April 1, 1944 to March 31, 1945	From April 1, 1944 to March 31, 1945	From April 1, 1944 to March 31, 1945	
<i>Dominion Summary—</i>						
Plant Schools.....	{Men.....	3,629	148	2,638	202	674
	{Women... 5,615	156	4,630	143	854	
Part-Time.....	{Men.....	1,885	344	1,294	79	168
	{Women... 292	16	264	.....	12	
Total.....		11,421	664	8,826	424	1,708
<i>Nova Scotia—</i>						
Plant Schools.....	{Men.....	207	64	104	12	27
	{Women... ..					
Part-Time.....	{Men.....	22		19	3	
	{Women... ..					
Total.....		229	64	123	15	27
<i>New Brunswick—</i>						
Plant Schools.....	{Men.....	120		102	2	16
	{Women... 4			2		2
Part-Time.....	{Men.....					
	{Women... ..					
Total.....		124		104	2	18
<i>Quebec—</i>						
Plant Schools.....	{Men.....	2,257	42	1,558	187	504
	{Women... 2,909	122	2,245	64	646	
Part-Time.....	{Men.....	993	172	668	73	80
	{Women... 72	12	48	.....	12	
Total.....		6,231	348	4,519	324	1,242
<i>Ontario—</i>						
Plant Schools.....	{Men.....	1,045	42	874	1	127
	{Women... 2,592	34	2,333	45	180	
Part-Time.....	{Men.....	788	154	543	3	88
	{Women... 220	4	216	.....	
Total.....		4,645	234	3,966	49	395
<i>Manitoba—</i>						
Plant Schools.....	{Men.....					
	{Women... 66			33	18	15
Part-Time.....	{Men.....					
	{Women... ..					
Total.....		66		33	18	15
<i>Alberta—</i>						
Plant Schools.....	{Men.....					
	{Women... 44			17	16	11
Part-Time.....	{Men.....					
	{Women... ..					
Total.....		44		17	16	11
<i>British Columbia—</i>						
Plant Schools.....	{Men.....					
	{Women... ..					
Part-Time.....	{Men.....	82	18	64		
	{Women... ..					
Total.....		82	18	64		

TABLE 8—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE FISCAL YEAR ENDED MARCH 31, 1945

		Numbers in Training		Placed in Employment	Completed but not Reported Placed	Left Before Training Completed
		From April 1, 1944 to March 31, 1945	At End of March 1945	From April 1, 1944 to March 31, 1945	From April 1, 1944 to March 31, 1945	From April 1, 1944 to March 31, 1945
<i>Dominion Summary—</i>						
Pre-Employment.....	Men.....	2,791	147	2,288	203	238
	Women..	1,262	151	981	6	124
Part-Time Classes (1).....	Men.....	2,065	197			
	Women..	769				
Total.....		6,887	495	3,269	209	362
<i>Nova Scotia—</i>						
Pre-Employment.....	Men.....	61	9	52		
	Women..	99	24	63		12
Part-Time Classes (1).....	Men.....					
	Women..					
Total.....		160	33	115		12
<i>New Brunswick—</i>						
Pre-Employment.....	Men.....	71	19	42		10
	Women..	2		2		
Part-Time Classes (1).....	Men.....					
	Women..					
Total.....		73	19	44		10
<i>Quebec—</i>						
Pre-Employment.....	Men.....	1,161	46	891	149	130
	Women..	130		128		2
Part-Time Classes (1).....	Men.....	345				
	Women..	1				
Total.....		1,637	46	1,019	(2)149	132
<i>Ontario—</i>						
Pre-Employment.....	Men.....	1,126	53	992	12	56
	Women..	803	88	622	5	90
Part-Time Classes (1).....	Men.....	902	31			
	Women..	758				
Total.....		3,589	172	1,614	17	146
<i>Manitoba—</i>						
Pre-Employment.....	Men.....	83		88	25	9
	Women..	37		35		2
Part-Time Classes (1).....	Men.....	15				
	Women..					
Total.....		135		123	25	11
<i>Saskatchewan—</i>						
Pre-Employment.....	Men.....	63	2	50		11
	Women..	64		61		3
Part-Time Classes (1).....	Men.....					
	Women..					
Total.....		127	2	111		14
<i>Alberta—</i>						
Pre-Employment.....	Men.....	144	4	109	15	20
	Women..	83	33	38	1	12
Part-Time Classes (1).....	Men.....	312	67			
	Women..					
Total.....		539	104	147	16	32
<i>British Columbia—</i>						
Pre-Employment.....	Men.....	82	14	64	2	2
	Women..	44	6	32		3
Part-Time Classes (1).....	Men.....	491	99			
	Women..	10				
Total.....		627	119	96	2	5

(1) Trainees in Part-Time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) The numbers shown as completed, but not reported placed, in the Province of Quebec (149) include all unplaced trainees, who have completed their courses since the commencement of the War Emergency Training Program (Canadian Vocational Training) in that Province.

The enrolment in the part-time classes for workers employed in industry also showed a very marked decrease during the year. As in the previous year, most of the instruction continued to be of a technical nature related to the occupations at which the trainees were engaged. The selection of the trainees to attend was made by the employer. In some cases these part-time classes were held in vocational schools; in others, they were held right in industry itself where suitable classroom facilities were made available by the employer.

TABLE 9—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
TRAINING IN PLANT SCHOOLS DURING YEAR ENDED MARCH 31, 1945

Province	Total Schools Approved	Schools Approved during Year	Schools Operating March 31, 1945	Days Training during Year	Total Costs during Year	Cost per Day		Instruc- tors Salaries	Trainees Allow- ances
						1943-44	1944-45		
					\$	\$	\$	\$	\$
Nova Scotia.....	8	4	4	12,229	52,809	2 06	4 32	24,868	27,130
New Brunswick.....	3	1	.....	1,503	4,693	1 48	3 12	2,410	2,283
Quebec.....	37	14	6	142,063	242,513	1 71	1 71	59,604	182,909
Ontario.....	78	2	2	75,573	132,404	1 29	1 75	35,974	96,430
Manitoba.....	11	.....	.....	1,139	1,443	1 71	1 27	381	1,061
Alberta.....	1	.....	.....	896	1,011	1 61	.....	250	761
British Columbia.....	9	.....	.....	.....	.....	1 66	.....	.....	.....
Totals.....	147	21	12	233,403	434,873	1 45*	1 86*	123,487	310,574

*Average cost per day

(6)—SUPERVISORY TRAINING

From its inception up to March 31, 1945, there has been a total enrolment of 78,232 in this type of training. The year showed an increasing interest in and response to the plan of training foremen or supervisors that was inaugurated in May 1942. An additional unit called Job Safety Training was added to the existing units of Job Instruction Training, Job Relations Training and Job Methods Training. Training has now been taken up by many of the larger companies in Canada including the C.P.R., C.N.R., Imperial Oil, B.A. Oil, departments and chain stores, besides a large number of companies engaged directly in war production. Reports received indicate that where the interest of top management has been obtained and an adequate follow-up system put into effect, there has been a very marked decrease in the time necessary to break in new workers and a very substantial increase in production attributable to a combination of Job Instruction and Job Methods Training. It is interesting to note that during the year at the request of the Civil Service Commission, this program was made available to the different departments of the Dominion Government, and is meeting with an increasingly favourable response.

To take care of increasing demands made by industry, additional representatives have had to be appointed to the staff in the different provinces and at the Head Office for this type of work. Several of the training manuals have been revised during the year, and use is also being made of motion pictures to supplement instruction by the conference method. The statistical results for the year are shown in Table 10.

(7)—REHABILITATION TRAINING (SCHEDULE "L")

Among the major responsibilities of the Training Branch during the past year has been the furtherance of plans and arrangements to provide vocational training for discharged members of the forces, approved for such training by the Department of Veterans Affairs. The general method by which this training is being given is set out in the report of the Training Branch for the fiscal year ended March 31, 1944. The same method has been followed with adaptations to meet changing conditions.

The closest liaison has been maintained with the Department of Veterans Affairs and the three branches of the Armed Forces, with a constant exchange of information that would be mutually useful. This has been particularly true with regard to the Directorates of Education and the Personnel Counselling Services in the Navy, Army and Air Force. These services have supplied to the Training Branch valuable information indicating the post-war vocational preferences of the men and women in the services, and some idea as to the numbers that will require additional training prior to employment. These branches of the Armed Forces have in turn been supplied information which would be helpful to their counsellors in advising men and women about possible training and employment opportunities. During the year the Training Branch published a pamphlet entitled "Vocational Training for Ex-Service Personnel" designed primarily for personnel counsellors in the services and in the Department of Veterans Affairs. Over 5,000 of these have been distributed to the Navy, Army, R.C.A.F., Department of Veterans Affairs, Employment Services of the Unemployment Insurance Commission and to interested employers and other groups in industry. Representatives of the Training Branch have also taken part in the training courses being given to personnel counsellors for the Department of Veterans Affairs and the services.

TABLE 10—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
FOREMANSHIP AND SUPERVISORY TRAINING DURING THE FISCAL YEAR ENDED MARCH 31, 1945

	Job Instructor	Job Relations Series I	Job Relations Series II	Job Methods	Job Safety
Prince Edward Island.....	11				
Nova Scotia.....	962	164	504	57	20
New Brunswick.....	122		127	41	5
Quebec.....	5,255	301	2,338	1,605	769
Ontario.....	8,549	1,064	2,040	2,910	
Manitoba.....	563		318	265	7
Saskatchewan.....	261	14		42	32
Alberta.....	630		13	32	60
British Columbia.....	522		254	141	194
Total.....	16,875	1,543	5,594	5,093	1,087

Dominion Grand Total—30,192

(a) *Enrolment.*—The statistical report as given in Table 9 shows a very substantial increase in the numbers of men and women who have applied for vocational training, but the enrolment still represents a very small percentage (about 4.5 per cent) of those who have been discharged up to the present time. An undue proportion of these, particularly among the women, have enrolled in business and commercial courses.

On March 31, 1945, 3,021 men and 586 women were under training, of whom 215 were in correspondence courses, 616 in pre-matriculation classes, 733 in business and commercial courses, 428 in private trade schools and the balance in vocational schools operated by Canadian Vocational Training.

(b) *Pre-matriculation Classes.*—During the year the Department of Veterans Affairs asked the Department of Labour to organize pre-matriculation classes for men and women discharged from the services who were lacking full requirements either to enter a university or certain occupations, such as accountancy, nursing, etc. The co-operation of the Provincial Governments in putting on classes of this kind was obtained, and schools of that nature are operating in all provinces except Quebec.

TABLE 11—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING

REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES (SCHEDULE "L") DURING THE FISCAL YEAR ENDED MARCH 31, 1945

	Number in Training		Placed in Employment	Trained but not Reported Placed	Left Before Training Completed	
	From April 1, 1944 to March 31, 1945	At End of March 1945	From April 1, 1944 to March 31, 1945	From April 1, 1944 to March 31, 1945	From April 1, 1944 to March 31, 1945	
<i>Dominion Summary—</i>						
In Schools.....	{Men.....	4,439	2,429	977	94	919
	{Women..	1,080	568	208	49	248
In Industry.....	{Men.....	1,228	592	328	9	307
	{Women..	43	18	11		13
Total.....		6,790	3,607	1,524	152	1,487
<i>Prince Edward Island—</i>						
In Schools.....	{Men.....	20	19			2
	{Women..	3	3			
In Industry.....	{Men.....	12	9			2
	{Women..					
Total.....		35	31			4
<i>Nova Scotia—</i>						
In Schools.....	{Men.....	88	52	22		14
	{Women..	6	5			1
In Industry.....	{Men.....	15	10	2		3
	{Women..	1	1			
Total.....		110	68	24		18
<i>New Brunswick—</i>						
In Schools.....	{Men.....	145	80	21	6	38
	{Women..	14	13	1		
In Industry.....	{Men.....	21	12	3		6
	{Women..					
Total.....		180	105	25	6	44
<i>Quebec—</i>						
In Schools.....	{Men.....	641	301	147	25	169
	{Women..	182	77	39	22	44
In Industry.....	{Men.....	226	62	133	2	29
	{Women..	6	3	1		2
Total.....		1,055	443	320	49	244
<i>Ontario—</i>						
In Schools.....	{Men.....	1,495	966	244	22	259
	{Women..	248	142	35	6	64
In Industry.....	{Men.....	443	245	82	1	116
	{Women..	7	1	4		2
Total.....		2,193	1,354	365	29	441
<i>Manitoba—</i>						
In Schools.....	{Men.....	398	223	93	12	66
	{Women..	161	78	33	11	38
In Industry.....	{Men.....	91	34	23		35
	{Women..	4	2	1		1
Total.....		654	337	150	23	140
<i>Saskatchewan—</i>						
In Schools.....	{Men.....	357	178	124	4	52
	{Women..	88	46	25		16
In Industry.....	{Men.....	69	45	16		8
	{Women..	1		1		
Total.....		515	269	166	4	76

TABLE 11—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING (*Continued*)

REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES (SCHEDULE "L") DURING THE FISCAL YEAR ENDED MARCH 31, 1945

	Number in Training		Placed in Employment	Trained but not Reported Placed	Left Before Training Completed
	From April 1, 1944 to March 31, 1945	At End of March 1945	From April 1, 1944 to March 31, 1945	From April 1, 1944 to March 31, 1945	From April 1, 1944 to March 31, 1945
<i>Alberta—</i>					
In Schools.....	(Men..... 646	304	185	7	146
	(Women.. 185	95	44	1	44
In Industry.....	(Men..... 145	71	45	1	35
	(Women.. 13	4	3	.....	5
Total.....	989	474	277	9	230
<i>British Columbia—</i>				1	
In Schools.....	(Men..... 649	306	141	8	173
	(Women.. 193	109	31	9	41
In Industry.....	(Men..... 206	104	24	5	73
	(Women.. 11	7	1	.....	3
Total.....	1,059	526	197	32	290

The courses given are of an intensive nature with the students participating only in those subjects in which they lack the necessary standing or in which they need short refresher work. The standards of teaching and instruction conform to the requirements of the Department of Education in each province, and arrangements have been made by which, in most cases, the examinations set by the school for the students on the completion of their course are considered the equivalent of matriculation. Most of the schools are conducted so that new students can be accepted every two or four weeks and they operate throughout the entire year. One of the chief difficulties encountered has been to obtain a sufficient number of qualified teachers.

(c) *Training Facilities.*—Additional special training centres have been acquired and opened during the year; the largest of which is on the Normal School grounds in Toronto. Buildings have been obtained from the Army and from the R.C.A.F. in Charlottetown, Saint John, Toronto, Winnipeg, Regina, Saskatoon, Edmonton, Grand Prairie, Red Deer and several buildings are in process of being transferred as they become surplus to service requirements.

Use has been made also of private trade and commercial schools. One disadvantage of these particular schools has been that the great majority close for two months in the summer, with consequent interruption of training. Another handicap from the point of view of the veteran is that all tuition fees paid to such schools are deducted from the veterans' Re-establishment Credit. Up to March these tuition fees were paid by Canadian Vocational Training, but arrangements have been completed by which they will in future be paid by the Department of Veterans Affairs in order to simplify the accounting arrangements in connection with Re-establishment Credit. Canadian Vocational Training still continues to receive progress reports and to supervise this type of training.

The policy has been adopted that use will be made of privately owned schools where such are certificated by the proper provincial department and have adequate facilities and standards of instruction for the type of training to be given. The veteran is given the choice as to whether he or she prefers

to enter a privately owned school or a Canadian Vocational Training Centre, but the following disadvantages of instruction in the former are made clear:

- (a) The shorter instructional week.
- (b) The deduction of the tuition fee from the Re-establishment Credit.
- (c) The long summer vacation and consequent loss of instructional time and training grants.

A certain number of veterans have been granted correspondence courses which are a necessary part of their training or are related directly to the employment in which the veteran is engaged, and which will assist in his or her upgrading for a better-paid job. The costs of such correspondence courses are also deducted from the Re-establishment Credit, and payment of such costs has been transferred from Canadian Vocational Training to the Department of Veterans Affairs, although Canadian Vocational Training continues to receive the progress reports and to supervise the training as formerly.

(d) *Training in Industry.*—Training on the job in industrial and commercial establishments has continued to be an integral and important part of vocational training plans. It may be prefaced by a short period of training in a pre-employment centre and may be accompanied by instruction in part-time classes or through a correspondence course. The officials of Canadian Vocational Training are fully aware of the dangers inherent in much of the training given on the job and the necessity of close supervision to insure that the training period is not unduly prolonged, that the employer is giving adequate instruction and not using the trainee as a general labourer, and lastly that the services of the trainee are satisfactory to the employer. During the year very few complaints have been made either by the trainees or by the employer. In order to locate training opportunities and to supervise training on the job, the field staff has been substantially increased and now numbers about 15 supervisors and 35 field representatives. The services of suitably qualified veterans are being used for this type of work with preference given to those with overseas service.

(e) *Use of Regular Vocational Schools.*—Except in special cases and under special circumstances, the policy has been adopted that veterans will not be placed for training in the regular classes conducted by municipal or provincial vocational schools. The mingling of veterans and younger boys and girls in the same class is considered detrimental to the proper instruction of both groups. Furthermore, the facilities of the vocational shops in most of the schools are fully taken up with their regular students. This has meant that special classes for veterans could only be accommodated after three or four p.m. Again the policy has been adopted that veterans shall be given training in daytime hours, and will not be put on an evening or night shift except as a temporary expedient or to meet an emergency situation.

(f) *Training of Veterans as Apprentices.*—Following the passage of Apprenticeship Acts in some provinces, legislation of this kind is now on the statute books of all provinces except Prince Edward Island (Quebec passed an Apprenticeship Act in April 1945). Certain trades are designated as coming under the official jurisdiction of these acts and the entrance of apprentices and their training in these trades must be governed by provincial regulations.

Negotiations were commenced early in the year with the provincial authorities to facilitate the entrance of discharged members of the forces into these designated trades, and the fullest co-operation has been given by provincial authorities, employers and organized labour. The regulations setting the maximum age of apprentices at 21 has been waived for veterans. Arrangements have been made for the granting of credits to veterans for trade experience

acquired, either prior to enlistment or during their period of service. The veterans are given practical and theoretical trade tests and are rated in accordance with their standing in such tests. In some cases they are accepted as journeymen; in others, they are designated as third- or fourth-year apprentices, in which case they are indentured direct to an employer and receive their training on the job. Where, following tests, a veteran has not sufficient skill to enter apprenticeship at a year where the normal wage would be sufficient to maintain himself, either of two courses may be followed: (1) the wage may be supplemented by the training grants payable by the Department of Veterans Affairs as is done in the case of veterans being trained on the job in ordinary industry; (2) the veteran may be enrolled in a pre-employment centre for an intensive course (approximately six months); during this time he will be paid the training grant for which he is eligible by the Department of Veterans Affairs, and on the conclusion of the course it is expected he would qualify for a wage sufficient to maintain himself, in most cases, without further Governmental assistance. The trades mostly affected in this plan are the building and construction trades and automotive mechanics.

As the number of apprentices that can enter a designated trade is determined by the trade committees and apprenticeship authorities in terms of a limited ratio of apprentices to journeymen, there has been some concern as to whether all suitable veterans who wish to enter as apprentices in some trades will be able to do so.

(g) *Equipment*.—It has been found impossible during the year to obtain all the equipment considered necessary for giving proper vocational training. Many of the machine tools needed cannot be purchased on the open market. Plans were worked out with Crown Assets Allocation Committee and the War Assets Corporation by which items needed for rehabilitation training would be turned over to the Department of Labour as they became surplus to requirements of war industries and the Armed Forces. During the year, however, the quantity of surplus machine tools obtained from the War Assets Corporation has been negligible and a serious situation will result unless more items are made available during the balance of 1945.

Excellent co-operation is being given by the Navy, Army and Air Force in helping Canadian Vocational Training meet its various problems. In some cases they have expedited the discharge of personnel required for instructional or supervisory work. The Army has turned over buildings complete with equipment for rehabilitation training purposes, and in March arrangements were made with the Army and with the Navy by which discharged members of the forces could be given vocational training at the Army Trade School in Hamilton and at the Naval Engineering Shops in Halifax. In these cases Canadian Vocational Training would draw up the syllabus for each course, and would supply a Liaison Administrative Officer for each school. The actual instruction would be given by Army and Navy personnel.

(h) *Placement*.—Close co-operation is maintained by Regional Directors and supervisors with the Employment Offices of National Selective Service, whose responsibility it is, in co-operation with the Department of Veterans Affairs, to secure employment for all veterans on the completion of their training. The local office of National Selective Service will be kept informed as to the numbers of veterans being given training in various occupations in their area, along with the approximate date of their completion of training. This information will be given the Employment Office well in advance of such completion date, so that the necessary placement arrangements can be worked out. The advice of the Employment Offices is also welcomed in suggesting courses of training adapted to the employment situation in the surrounding area.

TABLE 12—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
COSTS OF SCHEDULE "G" FOR YEAR ENDED MARCH 31, 1945 (R.C.A.F. CLASSES)

Province	Total Cost	Days Training	Gross Cost per Day		Allowances	Machinery and Equipment	Alterations to Buildings	Cost per Day less Allowances and Machinery		Instructors and Supervisors	Cost of Instructors per Day		Materials, Supplies and Hand Tools	Cost of Materials, etc. per Day	
			1943-4	1944-5				1943-4	1944-5		1943-4	1944-5		1943-4	1944-5
	\$		\$ cts.	\$ cts.	\$	\$	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.
New Brunswick.....	11,873	8,442	0 84	1 41	.....	22	.....	0 83	1 40	8,592	0 60	1 01	868	0-08	0-10
Quebec.....	46,876	15,880	1 42	2 95	2,367	.....	.....	1 21	2 80	31,137	0 79	1 96	1,390	0-10½	0-09
Ontario.....	111,735	91,584	0 81	1 22	.....	132	16	0 80	1 21	89,106	0 64	0 97	5,399	0-07	0-06
Manitoba.....	19,316	13,351	0 77	1 45	.....	21	16	0 76	1 44	13,778	0 52	1 03	904	0-08	0-06
Saskatchewan.....	27,010	21,389	0 70	1 26	.....	22	55	0 68	1 25	21,012	0 52	0 98	568	0-07	0-03
Alberta.....	25,654	23,774	0 63	1 08	.....	522	2	0 62	1 05	20,608	0 50	0 87	994	0-05½	0-04
British Columbia.....	22,519	21,887	0 60	1 03	.....	.....	4	0 59	1 03	18,667	0 47	0 85	213	0-03	0-09
Total.....	264,983	196,307	0 81	1 35	2,367	719	93	0 78	1 33	202,900	0 59	1 03	10,336	0-07	0-05

Allowances in Quebec were for some industrial trainees.

TABLE 13.—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
COSTS OF SCHEDULE "K" FOR YEAR ENDED MARCH 31, 1945 (ARMY, NAVY AND INDUSTRIAL CLASSES)

Province	Total Cost	Days Training	Gross Cost per Day		Allowances	Machinery and Equipment	Alterations to Buildings	Cost per Day less Allowances and Machinery		Instructors and Supervisors	Cost of Instructors per Day		Materials, Supplies and Hand Tools	Cost of Materials, etc. per Day	
			1943-44	1944-45				1943-44	1944-45		1943-44	1944-45		1943-44	1944-45
	\$		\$ cts.	\$ cts.	\$	\$	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.
Nova Scotia.....	86,628	39,506	2 77	2 19	17,270	1,749	.....	1 89	1 71	44,039	1 05	1 11	10,698	0 31	0 27
New Brunswick.....	70,040	60,614	1 60	1 16	9,080	2,250	146	1 12	0 97	37,934	0 62	0 63	9,860	0 31	0 16
Quebec.....	309,648	112,215	2 44	2 76	85,296	20,462	4,000	1 36	1 82	123,334	0 96	1 10	19,800	0 19	0 18
Ontario.....	438,557	368,624	1 53	1 19	125,528	4,629	191	0 93	0 84	229,572	0 71	0 62	42,471	0 09½	0 11½
Manitoba.....	14,553	8,127	1 57	1 79	5,594	47	.....	0 84	1 10	5,566	0 50	0 68	250	0 11	0 03
Saskatchewan.....	100,080	67,601	1 70	1 48	5,299	586	.....	1 28	1 39	81,662	0 92	1 20	7,927	0 15	0 12
Alberta.....	97,353	51,002	1 54	1 90	17,780	4,069	51	1 13	1 48	53,507	0 76	1 05	8,179	0 19	0 16
British Columbia.....	87,275	66,179	1 84	1 32	6,117	647	1,374	1 37	1 22	56,959	0 92	0 86	5,902	0 22	0 09
Total.....	1,204,134	773,868	1 82	1 55	271,964	34,439	5,862	1 14	1 16	632,573	0 80	0 82	105,177	0 16	0 13½

This table does not include Plant Schools.

*Average per day.

So far as is possible in the larger cities, every effort is made to centralize the administrative offices of Canadian Vocational Training with the Department of Veterans Affairs or with National Selective Service, so that it will not be necessary to refer veterans from one place to another, prior to their enrolment in training or to their placement on a job. At the present time, lack of suitable office space makes it impossible to have the type of setup desired.

IV—New Post-War Training Projects

ASSISTANCE TO VOCATIONAL SCHOOLS

The Vocational Training Co-ordination Act authorized the Minister of Labour, subject to the approval of the Governor General in Council, to enter into agreements with any province to provide financial assistance to vocational training on a level equivalent to the secondary school level. To implement this section of the Act, P.C. 1648 was passed on March 8, 1945, and the authority of the War Measures Act was invoked to override two restrictions placed on this type of training by the Vocational Training Co-ordination Act: (a) the provincial contribution must equal that of the Dominion; (b) the project could not become effective until after the end of the present war.

Under this Order in Council the Minister was authorized to enter into an agreement with any province covering a ten-year period, commencing with the fiscal year ending March 31, 1946, to provide financial assistance to the province for carrying on vocational training on the secondary school level. It authorized the following Dominion financial contributions:

- (1) an outright annual grant (not matched by the province) of \$5,000 to Prince Edward Island and \$10,000 to each of the other provinces;
- (2) an annual appropriation of \$1,915,000 for a ten-year period; this amount to be allotted among the provinces in the same proportion as the proportion of young people, age 15 to 19 in that province bears to the total number of people in that same age group in all nine provinces as shown in the last census;
- (3) a Dominion contribution of \$10,000,000 to be allotted among the provinces on the same basis as in (2) above. This amount is to be used for capital expenditures for buildings and equipment for vocational training purposes, subject to the conditions that the expenditures must be made by the province prior to March 31, 1948, and the further condition that rehabilitation training of war veterans and civilian workers shall have priority over all other uses, so far as any buildings or equipment acquired under this grant are concerned.

The Order in Council stipulates that the agreement must include a clause adequately protecting provincial autonomy in the field of education and in the control and administration of vocational schools. At the discretion of the province the uses to which the annual grant may be put include the following: expenditures for Provincial administrative and supervisory vocational staff, vocational instruction and vocational guidance; salaries of vocational teachers; training vocational school teachers; maintenance and repair of equipment; preparation of vocational correspondence courses; machinery, equipment, hand tools, supplies and materials; and bursaries for students attending vocational schools.

Communications have been sent to all provinces to ascertain their views regarding entering into an agreement based on the provisions of P.C. 1648.

TRAINING AND RETRAINING OF INDUSTRIAL WORKERS

The Vocational Training Co-ordination Act authorized the Minister to enter into an agreement, subject to the approval of the Governor General in Council, with any province to fit for gainful employment persons directed by the Unemployment Insurance Commission, to attend a course of training. To implement this section of the act, P.C. 1388 was passed on March 8, 1945. It authorized the Minister to enter into an agreement covering a three-year period, to provide financial assistance to the provinces for vocational training to fit for gainful employment persons referred for training by the Unemployment Insurance Commission. Those eligible for training are men and women over 16 years of age referred by the Unemployment Insurance Commission, but such referrals shall not be restricted to persons in receipt of unemployment insurance benefit, nor shall it be restricted to those formerly employed in industries engaged solely in war production.

It provides that fullest use shall be made of existing facilities, and that training may be given either in training centres or in certain conditions in industrial establishments, either on a full-time or part-time basis. It provides, among other things, for the payment of a weekly training allowance to those in attendance at full-time courses.

The distribution of costs as between the Dominion and the province will be as follows:

- (1) the Dominion will pay all costs of living allowances provided for trainees during the training period;
- (2) expenditures for capital equipment shall be shared equally between the Dominion and the province, but when such equipment is no longer required for training under the act, all such equipment shall become the sole property of the province;
- (3) all other expenditures approved under the agreement shall be divided on the basis of the Dominion paying 60 per cent and the province 40 per cent.

Communications have been addressed to all provinces to ascertain if they desire to enter into an agreement of this type, and a draft agreement is being prepared for their consideration.

Conclusion

From the material contained in this report, it will be seen that the Dominion Government's training program represents a co-ordinated and integrated whole, all parts of which will be carried on in co-operation with the Provincial Governments, under whose constitutional jurisdiction lies the whole field of vocational training and education. It takes the form of Dominion assistance to Provincial Governments with the amount of such assistance varying from 50 per cent to 100 per cent in the particular field covered, according to the respective responsibilities of the Dominion and the province.

To sum up, the post-war projects provide for the following:

(1) Youth Training to care primarily for young people out of school and not gainfully employed, including rural young people and university students. It also might be made available for training projects for the development of natural resources, such as, forestry, mining and prospecting;

(2) Apprentice Training designed to encourage, under provincial legislation, the training of mechanics in the highly skilled trades;

(3) The Rehabilitation Vocational Training of men and women discharged from the Armed Forces, with a view to their earliest possible re-establishment in suitable gainful employment of as permanent a nature as possible;

(4) Provision of a measure of training for men and women who may be released from gainful employment, and who may require some measure of training to fit into normal peacetime occupations. This training on the whole would be of a shorter and more specialized nature than that given to discharged members of the forces;

(5) The long term project to extend vocational training facilities in all provinces, and to attempt to equalize vocational training opportunities in the different sections of the country. This is designed to act as a feeder for the greater industrialization of Canada, which has taken place during the war years and will require an increased number of vocationally trained men and women.

In concluding this report, I wish again to place on record the thanks of the Training Branch for the co-operation and assistance given in all training projects by the Provincial Governments and the officials of the Provincial Departments of Labour and Education. The use of provincial and municipal training facilities has been again placed at the disposal of the Dominion Government for training purposes, free of charge for rental or depreciation of premises and equipment. This has been of invaluable assistance in making available the various types of training provided.

Respectfully submitted,

R. F. THOMPSON,
Director of Training.

APPENDIX 1

CANADIAN VOCATIONAL TRAINING

LIST OF MEMBERS OF VOCATIONAL TRAINING ADVISORY COUNCIL

Chairman—

Dr. G. Fred McNally,
Deputy Minister, Department of Education,
Edmonton, Alberta.

Members of Council—

Alphonse Begin, Esq.,
Publicity Agent, Confederation of Catholic Workers of Canada Inc.,
231 Demontigny East, Montreal, P.Q.

Jean Bruchesi, Esq.,
Deputy Provincial Secretary,
Quebec City, P.Q.

E. R. Complin, Esq.,
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Montreal, P.Q.

N. S. Dowd, Esq.,
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230 Laurier Avenue, West, Ottawa, Ontario.

Lt.-Col. F. T. Fairey,
Director of Technical Education, Department of Education,
Victoria, B.C.

Col. J. T. E. Gagnon,
Province of Quebec Division, Canadian Red Cross,
770 St. Antoine Street, Montreal, P.Q.

Mrs. E. D. Hardy,
President, National Council of Women,
198 Second Avenue, Ottawa, Ontario.

J. C. Herwig, Esq.,
Acting General Secretary, The Canadian Legion of the British Empire
Service League, Dominion Command,
Ottawa, Ontario.

D. S. Lyons, Esq.,
General Vice-President, International Association of Machinists,
806 Keefer Building, Montreal, P.Q.

N. C. MacKay, Esq.,
Director of Extension, Department of Agriculture,
Winnipeg, Manitoba.

Miss B. Oxner,
Director of Women's Work, University of Saskatchewan,
Saskatoon, Saskatchewan.

Dr. Fletcher Peacock,
Director of Educational Services, Department of Education,
Fredericton, N.B.

J. Pigott, Esq.,
Pigott Construction Company,
Hamilton, Ontario.

F. S. Rutherford, Esq.,
Director of Vocational Education, Department of Education,
Parliament Buildings, Toronto, Ontario.

Dr. F. H. Sexton,
Director of Technical Education, Department of Education,
Halifax, N.S.

C. B. C. Scott, Esq.,
General Personnel Manager, Massey-Harris Company, Limited,
Toronto, Ontario.

APPENDIX 2

CANADIAN VOCATIONAL TRAINING

LIST OF REGIONAL DIRECTORS

Prince Edward Island—

L. W. Shaw, Esq.,
Director of Education, Department of Education,
Charlottetown, P.E.I.

Nova Scotia—

Dr. F. H. Sexton,
Director of Technical Education, Department of Education,
Halifax, N.S.

New Brunswick—

W. K. Tibert, Esq.,
Director of Vocational Education, Department of Education,
Fredericton, N.B.

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Gabriel Rousseau, Esq.,
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Manitoba—

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1110 McArthur Building, Winnipeg, Manitoba.

Saskatchewan—

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Regional Director, Canadian Vocational Training,
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Alberta—

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217—7th Avenue, West, Calgary, Alberta.

British Columbia—

Lt.-Col. F. T. Fairey,
Director of Technical Education, Department of Education,
Victoria, B.C.

APPENDIX 3

APPROXIMATE HEAD OFFICE AND REGIONAL EXPENDITURES FOR
ADMINISTRATION AND SUPERVISION FOR THE YEAR ENDED
MARCH 31, 1945*

BORNE BY DOMINION

	Salaries	Travelling Expenses	Other Items	Total
	\$	\$	\$	\$
Head Office.....	26,528	4,216	3,207	33,951
Prince Edward Island.....	2,258	513	2	2,773
Nova Scotia.....	5,752	1,353	.....	7,105
New Brunswick.....	5,138	820	133	6,091
Quebec.....	20,329	2,961	512	23,802
Ontario.....	58,731	9,393	3,002	71,126
Manitoba.....	6,116	630	118	6,864
Saskatchewan.....	9,347	2,483	198	12,028
Alberta.....	8,710	2,694	174	11,578
British Columbia.....	19,599	4,085	3,087	26,771
Totals.....	162,508	29,148	10,433	202,089

*This includes salaries and expenses of Field Representatives.

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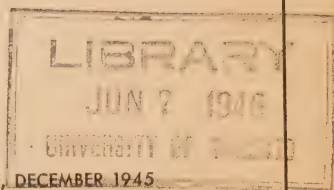
DEPARTMENT OF LABOUR

INTERNATIONAL LABOUR ORGANIZATION

Twenty-seventh Session of the International Labour Conference,
Paris, October, 1945

International Maritime Preparatory Technical Conference,
Copenhagen, November, 1945

Industrial Committees on Coal and Inland Transport



PRINTED AS A SUPPLEMENT TO THE LABOUR GAZETTE, DECEMBER 1945

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MacNAMARA

OTTAWA
EDMOND CLOUTIER
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1946

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Twenty-seventh Session of the International Labour Conference, Paris, October, 1945

THE 27th Session of the International Labour Conference, held in Paris at the invitation of the Government of France, opened its meetings on October 15 at the University of Paris, in the Sorbonne. Delegates from 48 countries (including 3 new members) attended the sessions and the traditional basis of representation was followed in almost all cases, namely, two delegates from each Government, and one from the employers and one from the workers of each member-state.

In addition to Canada, the countries represented were: United States of America, Argentine, Australia, Belgium, Bolivia, Brazil, Bulgaria, Chile, China, Colombia, Costa Rica, Cuba, Czechoslovakia, Denmark, Dominican Republic, Ecuador, Egypt, Finland, France, United Kingdom, Greece, Guatemala, Haiti, Hungary, Iceland, India, Iran, Iraq, Ireland, Italy, Liberia, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Panama, Peru, Poland, Portugal, Union of South Africa, Sweden, Switzerland, Turkey, Uruguay, Venezuela, Yugoslavia.

The Canadian delegation, named by the Governor in Council, was made up as follows:

Government Delegates

Mr. Gray TURGEON, Vancouver. Former member of Parliament for Cariboo, B.C., and formerly Chairman of the House of Commons Committee on Reconstruction and Re-establishment.

Mr. Alfred RIVE, Ottawa. Counsellor in the Department of External Affairs.

Alternate Government Delegate

Mr. V. C. PHELAN, Ottawa. Director of Information in the Department of Labour.

Employers Delegate

Mr. Harry TAYLOR, Toronto. Industrial Relations Representative, Canadian National Carbon Company Ltd. and affiliated Canadian Companies; Member of Industrial Relations Committee, Canadian Manufacturers' Association.

Adviser to Employers' Delegate

Mr. Allan Ross, Ottawa. President of Ross-Meagher Ltd., Ottawa; Ontario Vice-President, Canadian Construction Association.

Workers' Delegate

Mr. J. Arthur D'Aoust, Hull, P.Q. Vice-President, Trades and Labour Congress of Canada; Vice-President, International Brotherhood of Papermakers.

Advisers to Workers' Delegate

Mr. Birt SHOWLER, Vancouver. Vice-President, Trades and Labour Congress of Canada.

Mr. Norman S. Dowd, Ottawa. Executive Secretary, Canadian Congress of Labour.

Mr. Alfred CHARPENTIER, Quebec City. President, Canadian and Catholic Confederation of Labour.

Representatives of Provinces

Hon. Charles DALEY, Toronto. Minister of Labour for the Province of Ontario.

Hon. Charles C. WILLIAMS, Regina. Minister of Labour for the Province of Saskatchewan.

Hon. Antonio BARRETTE, Quebec. Minister of Labour for the Province of Quebec.

(Mr. Jean-Pierre DESPRES, Quebec, accompanied the Minister of Labour for the Province of Quebec.)

Secretary to the Canadian Delegation

Mr. T. L. CARTER, Ottawa. Department of External Affairs.

Admissions

Among the earlier items of business transacted by the Conference were those concerning the admission of Iceland to the International Labour Organization, and the readmission of Italy and Guatemala. It is noteworthy that all three countries—even Italy, an enemy of the United Nations up to 1943—were admitted unanimously by the Conference.

Mr. Gray Turgeon, the senior Government delegate, from Canada, spoke in warm support of the admission of Iceland, referring to the numerous ties between Canada and her northern neighbour. He mentioned particularly the contribution made in the up-building of Canada by settlers from Iceland during the past century. On behalf of Canada he extended a most cordial welcome to Iceland on her entry into the International Labour Organization as an independent state-member.

Committees

The Agenda for the Conference contained four main items:

The maintenance of high levels of employment during the period of industrial rehabilitation and reconversion.

Welfare of children and young workers.

Matters arising out of the work of the Constitutional Committee.

Minimum standards of social policy in dependent territories.

It was decided to appoint one committee for each item on the Agenda and, in addition, to name three other committees to assist the Conference—one on Credentials, one on Resolutions, and one known as the Selection Committee. The latter committee became responsible for the timetable of the Conference, and for the supervision of the timetables of the Conference committees.

Canadian representation on the Conference committees was as follows:

Employment Committee

Government—Mr. Gray Turgeon, Mr. V. C. Phelan (alternate).

Employers—Mr. Harry Taylor, Mr. Allan Ross (alternate).

Workers—Mr. J. Arthur D'Aoust, Mr. Birt Showler (alternate).

Committee on the Protection of Children and Young Workers

Government—Mr. V. C. Phelan.

Employers—Mr. Harry Taylor, Mr. Allan Ross (alternate).

Workers—Mr. Alfred Charpentier.

Committee on Constitutional Questions

Government—Mr. Alfred Rive.

Employers—Mr. Harry Taylor, Mr. Allan Ross (alternate).

Workers—Mr. J. Arthur D'Aoust.

Committee on Social Policy in Dependent Territories

Workers—Mr. Norman S. Dowd.

Committee on the Application of Conventions

Workers—Mr. Birt Showler.

Selection Committee

Government—Mr. Gray Turgeon, Mr. Alfred Rive (alternate).

Employers—Mr. Harry Taylor.

Director's Report

Following the usual custom, several Plenary Sessions were occupied with a discussion of the report submitted by the Director of the International Labour Office, which reviewed the work of the Office during the preceding year

since the 26th Session, held in Philadelphia in June, 1944. Representatives of Governments, employers, and workers from many countries outlined in detail the course of labour legislation and labour relations within their jurisdictions, new problems which had arisen, more especially in those countries liberated from enemy control, and the bearing of the general domestic situation upon the future work of the I.L.O.

Speaking for Canada in the discussion on the Director's Report, Mr. Turgeon urged that the constitution of the International Labour Organization should be revised as speedily as its position among the new world organizations could be determined. He suggested that, while the I.L.O. should endeavour to secure the membership of every nation, it should not feel that its success was conditioned by the continued adherence of each and every last available member. In commenting upon the accomplishments of previous Conferences, Mr. Turgeon stressed the importance of human rights, not only in regard to individual happiness but also in regard to national welfare.

Action on Reports of Committees

Following the deliberations of the committees, the Conference, at a series of Plenary Sessions, dealt with their recommendations. There follows a summary of the final action of the Conference in this regard.

Employment Committee

The Conference, on the Committee's recommendation, adopted a lengthy resolution on the subject of full employment. Reduced to its essentials, the resolution, following principles accepted at Philadelphia, is to be passed on to member-states by the I.L.O. for consideration and action by national governments, and comprises the following suggestions:

- (a) a note of satisfaction that the Charter of the United Nations provides for international social and economic co-operation, and also that the International Monetary Fund and the International Bank for Reconstruction and Development are required to be guided by social principles.
- (b) the hope that the United Nations Organization will further full employment on an international basis.
- (c) that governments which have not done so should announce post-war employment policies.
- (d) that national policies should take account of the effects on employment externally.
- (e) that fiscal policy of governments should be shaped to induce full employment.
- (f) that appropriate measures should be taken and continued against inflation and resulting unemployment.

- (g) that when the time arrives to remove economic controls, this should be done with employment policy in view.
- (h) that there should be reasonable minimum wage standards.
- (i) that there should be an international exchange of goods and services, to aid employment and remove causes of hardship.
- (j) that there should be an improved standard of living in less advanced countries.
- (k) that changes in industries and their location should be borne in mind in planning employment.
- (l) that a solution should be sought of the problem of international monetary equivalents.
- (m) that improvements in national planning and administrative machinery were desirable.

Committee on the Protection of Children and Young Workers

The Agenda of the Committee consisted mainly of the four texts submitted by the International Labour Office to the Conference, as prepared by the Office on directions from the Governing Body. These texts may be explained as follows:

I. Medical Examination for Fitness for Employment (Young Workers)

This first text was for the purpose of developing a series of questions to be sent to Governments on the subject indicated, in order that a Draft Convention or Recommendation or Resolution might be prepared for consideration by the 29th Session in 1946.

II. Night Work of Children and Young Persons (Non-Industrial Occupations)

As in the case of the first text the objective here was the preparation of a list of questions to go to Governments as the groundwork for the consideration of a Draft Convention or Recommendation or Resolution at the 29th Session. It should be noted in passing that the term "non-industrial occupations" as used by the I.L.O. is not inclusive of farm workers.

III. Draft Resolution on the Protection of Children and Young Workers.

This resolution sets forth the views of the International Labour Organization with respect to the protection of children and young workers. Being a Resolution, its implementation has less force than that of a Draft Recommendation or Draft Convention, and is not binding on member-states.

IV. Draft Resolution concerning the Youth of Liberated Countries.

In addition to the foregoing, the Committee developed two other Draft Resolutions. One concerns the regulation of the underground work of young persons in mines. The other concerns the setting up of an advisory committee on juvenile work.

In the main, Canadian legislation—whether Dominion or Provincial—already meets the main purposes of the Resolution and, in fact, goes beyond the terms of the Resolution in many important aspects.

Speaking before the Plenary Session which adopted the Committee's report, Mr. V. C. Phelan, alternate Government delegate for Canada, urged support of the Committee's recommendations, pointing out the steps taken during wartime by Canada in relation to the welfare of children and young workers. Indicating Canada's deep concern with her rising generation, he instanced the recent introduction of family allowances, and also referred to wartime improvements in school attendance and social legislation generally in this field.

Committee on Constitutional Questions

Constitutional matters were considered successively by the Philadelphia Conference, the Governing Body at its meetings in London, Quebec and Paris, and the Paris Conference. The Committee on Constitutional Questions of the Governing Body held three sessions in 1944, but was not able to make a systematic survey of the proposals for constitutional amendment which came before it. This was partly due to the necessity, at the meetings at Paris and Quebec, of instructing the delegation to San Francisco, and then receiving its report. As a result, the report by the Governing Body on constitutional questions, which was presented to the Conference, was a very short document. It contained no recommendations as to amendments to the Constitution or other changes in the Organization.

The report did, however, contain certain recommendations on procedure which were later adopted by the Conference Committee. Having in mind the experience of the Constitutional Committee of the Governing Body, the report recommended the appointment of a small working party to be known as the Conference Delegation on Constitutional Questions, to examine all the proposals for constitutional reform, except those on which a decision was required in 1945. If negotiations with the United Nations Organization result in proposed amendments to the Constitution, these are also to be referred to the Delegation. The Delegation is to prepare a report for submission to governments, and on the basis of their observations draft amendments are to be prepared by the Delegation and the Office for the 1946 Conference.

The Delegation is to consist of the following:

Governments: United States, France, United Kingdom, Cuba, Union of South Africa, China.

Employers' Representatives: Sir John Forbes-Watson (U.K.), Mr. Yllanes Ramos (Mexico), Mr. Waline (France). Substitutes: Mr. Oersted (Denmark), Mr. Taylor (Canada), Mr. Erulkar (India).

Workers' Representatives: Mr. Watt (U.S.A.), Mr. Jouhaux (France), Mr. Hallsworth (U.K.). Substitutes: Mr. Andersson (Sweden), Mr. Lombardo Toledano (Mexico), Mr. Finet (Belgium).

It was recommended that the Delegation should meet in London in January, 1946.

Committee on Social Policy in Dependent Territories

The Conference adopted a Recommendation, known as the Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945.

The Recommendation set forth minimum labour standards recommended for dependent territories, which in the main follow the policies and principles accepted by the Philadelphia Conference in the same field. Further, it was recommended that any state responsible for dependent territory should carry into effect the detailed program outlined, and at the same time it was recommended that a system of reporting to the I.L.O. on progress in dependent territories should be established.

Resolutions adopted by the Conference in the same connection were:

- (a) to suggest that responsible authorities and organs of the United Nations should stimulate agriculture in dependent territories.
- (b) to suggest a free flow of information to the I.L.O. with respect to dependent territories.
- (c) to request the Governing Body to place on the Agenda of the 1946 Conference the subject of minimum standards of social policy in dependent territories, looking to a formal Convention at a later date.

(Canada, having no dependent territories, is not directly affected by these recommendations.)

Committee on the Application of Conventions

As well as considering the reports on the Application of Conventions, the Committee held a discussion on labour inspection.

The Committee welcomed the reconstitution of the Committee of Experts in July, 1945. The Committee also noted that, for the period 1944-45, 314 reports had been received by the Office of a total asked for of 585. This was considered evidence of a desire on the part of the member-states to fulfil their obligations, even under wartime conditions. The Com-

mittee recommended that the Committee of Experts be brought up to strength, and that the Office section dealing with the application of conventions be enlarged.

The question of the scope of Reports was discussed at some length. A number of suggestions on this point were embodied in a Draft Resolution, which was adopted by the Committee for submission to the Constitutional Committee. When states do not ratify Conventions or accept Recommendations they might be asked their reason for failure to take action. Regular information should be provided on measures passed to give effect to Recommendations. Another suggestion is that states should be required to continue to submit unratified Conventions and unaccepted Recommendations to the competent authority.

One section of the Resolution deals with federal states. It sets out proposals on which the member-states which are federal should be consulted, with a view to the drafting of amendments by the Conference Delegation on Constitutional Questions. Paragraph 1 (b) reads:

"In the case of federal states the power of which to give effect to Conventions and Recommendations is limited, and where the competent authorities are those of the federated States or Provinces, the Governments of the federal States concerned should:

- (i) Make (where necessary, subject to the concurrence of the State or Provincial Government concerned) effective arrangements for the reference of Conventions and Recommendations to which such limitations apply to the legislative authorities of those States or Provinces with a view to appropriate action being taken to give effect to such Conventions and Recommendations.
- (ii) Arrange (subject to the concurrence of the State or Provincial Government concerned) for periodical consultations between the Federal and State or Provincial authorities, in which representatives of the employers' and workers' organizations should participate in an appropriate manner, with a view to promoting co-ordinated action to give effect to the provisions of Conventions and Recommendations to which such limitations apply.
- (iii) Make regular reports to the Director of the International Labour Office, as requested by the Governing Body, concerning the action taken by the federated States or Provinces to give effect to the provisions of Conventions and Recommendations to which such limitations apply."

Sections (i) and (iii) of this paragraph are quite similar to the Resolution submitted to the Philadelphia Conference by Mr. Bengough, Canadian Workers' Delegate. Section (ii) sets forth a further suggestion for developing

federal-provincial co-operation on Conventions and Recommendations. When the Committee discussed the Resolution there was considerable support for these provisions from the representatives of federal Governments.

The Committee held a full discussion on labour inspection.

In the course of years the emphasis of the Committee's work has shifted. Formerly, its principal concern was comparing the texts of national laws with those of Conventions and Recommendations. Now it is far more interested in the practical execution of legislation implementing Conventions and Recommendations. Labour inspection is thus an important matter for the Committee's consideration. The Committee expressed the unanimous hope that the Governing Body would be able to put labour inspection on the agenda for the next Conference, with a view to a Convention. To this end certain modifications of the questionnaire circulated in 1939 on the subject were suggested. A proposal for regional conferences of labour inspectors like that held in The Hague in 1936, and in

Vienna in 1937, was adopted. Some Committee members favoured the creation under I.L.O. auspices of an international inspectorate for reporting on the application of Conventions.

Resolutions Committee

On the recommendation of this Committee two resolutions were adopted. The one recommended a study of demographic problems, while the other dealt with the use of the Spanish language.

Credentials Committee

The Committee reported 162 full delegates in attendance from 48 states, together with observers from the Lebanon, Syria, and Nicaragua.

The Conference voted in support of a recommendation not to accept the employers' and workers' delegates from the Argentine, since it found they were not chosen properly.

Action to exclude was not taken with respect to protests over the admission of government delegates from the Argentine, nor over workers' delegates from Ireland and Iran.

Statement by Mr. Gray Turgeon on The Director's Report

I feel proud in rising to speak to you on behalf of my country, Canada, at this Conference of the International Labour Organization, which comprises so many of the nations of the world and whose gatherings bring together men and women of almost every tongue and of almost every walk of life. It is in this atmosphere that I wish to state that it is the earnest hope of the Canadian Government that the International Labour Organization will become universal. We should not, however, despair if universality is not achieved immediately. It should be remembered that a number of the staunchest of the present Members of the Organization remained outside for some years. Their action, no doubt, limited the effectiveness of the Organization, but at no time was its existence imperilled. Let us, therefore, carry on with the work of the Organization so far as we are able, confident that if it is well and truly done, our place with the United Nations will be assured by the work we achieve, and that eventually the nations outside the Organization may be convinced by the practical demonstration of the value of our work that their absence from our councils is their loss. Let us take our decisions in all matters with regard only to their effect on the achievements of the Organization in its proper field, and not with the idea that we must secure more Members at any cost.

The discussions in this debate on the Director's Report, and in our Committees, and at our gatherings, for pleasurable and informative contacts, open up such a wide vista that one is, perhaps naturally, tempted to go far afield in the making of a first address, at a plenary Session of the International Labour Conference. But I am sure that the Canadian Government and my fellow delegates and advisers from Canada will approve if I impose restraint upon

myself in this regard. It so happens that during the three years of its establishment—1942, 1943 and 1944—I was Chairman of the Canadian House of Commons Committee on Reconstruction and Re-establishment. I therefore have some knowledge of the steps already taken by Canada and those my country is prepared to take in order to make as certain as is humanly possible that the highest levels of employment are reached in Canada. Canada is prepared to do everything it can, both through the International Labour Organization and by means of international trade and commerce, to help in bringing about, and thereafter maintaining, full employment in the world at large.

Partly because there has been so much talk about the possibility of doing in peace what has been done in war, but largely so that you will see how closely the thoughts of Canadian reconstructionists are in keeping with the aims and objectives of the International Labour Organization, may I make just a short quotation from one of the several reports presented by me to the House of Commons on behalf of the Reconstruction Committee? In a report dated June 23, 1943, we said: "When war is over some other definite aim must take its place as a motivating cause of national economic activity. Thoughts of those who return to us from the fields of battle, and of the dependents of those who died, and of what they fought and died for, will supply the aims." Then, after referring to some of the ways and means of meeting the objective, we said: "In this respect we welcome the conclusion arising from the United Nations Food Conference, that never again will food be destroyed simply because people have not enough money to buy it."

But I must turn my thoughts now to some other aspects of the situation as it is developing before this body. When this Organization met

last year in Philadelphia, the Canadian delegation put before the Conference the views of the Canadian Government on the constitutional changes which are desirable in the Constitution of the Organization. Those views were presented after mature consideration, and they remain the views of the Canadian Government. Progress which has since been made has rendered some parts obsolete, but fundamentally the statement is as valid to-day as when it was made.

We now have in hand the revision of the Constitution and the question of our relations with the United Nations. We should, therefore, give serious thought to the internal organization of the International Labour Organization and the workings of its various parts. The relations between the Conference, the Governing Body and the Office should be reviewed and their proper functions considered, so that, wherever possible, our procedure may be made more effective without any loss of the democratic features of the Organization. And while engaged in the work of drafting our Constitution, we must press forward with renewed vigour in our own special field of service.

I am glad that this Conference has before it two such important and timely questions as the

maintenance of high levels of employment during the period of post-war reconstruction and reconversion, and the welfare of children and young workers. These two questions are directly related to the larger aspect of the Organization—that is, the Organization's part in ensuring permanent peace. The rights of men and women and children, and of workers and all others the whole world over, are human rights. These rights are not given to us by Government or by industry; they come to us through creation itself. The whole strength of all the forces of Hitler and his allies was based upon a negation and a destruction of these human rights, and the war that Hitler and his satellites waged has finally been ended with the destruction of everything that Hitler stood for. The International Labour Organization, therefore, and every nation of the world, must build upon that one solid, indestructible foundation: human rights. And human rights include the right to live; and life requires work. And work, or labour, must have adequate reward, for life and work together literally demand decent living conditions. And the attainment of this decency of living conditions is above all the one great objective of the International Labour Organization.

Statement by Mr. V. C. Phelan on the Report of the Committee on the Protection of Children and Young Persons

On behalf of the delegation representing the Government of Canada, it is a great pleasure to express support for the report of the Committee on the protection of children and young workers.

Canada, naturally, as with other countries, has a very deep interest in her young people. Not only has she an interest in the young people of her own nation, but also in the young people of other nations, because the men and women of to-morrow are the young people of to-day, and to the extent and the degree that Canada and the other nations are able to raise a better generation to-day, to that extent and to that same degree we hope will international collaboration in all fields of endeavour in time to come be promoted, and will the attainment of lasting peace be realized.

The work of the Committee, on which I, as representing Canada, had the opportunity of serving, was very enlightening in many of its aspects. It developed, through the voices of the various countries and the representatives of employers and workers of the various countries as expressed at the meetings of the Committee, that all were in general agreement with the aims sought and on the general aspirations represented by the work to which the Committee addressed itself. All of us felt that it was highly essential that this Conference should be presented with a document which we could endorse and vote on unanimously, and which would serve as a guide for national legislation in respect of the welfare of children and young people, particularly in regard to the protection of young people in employment, and to the conditions which should be prescribed for young people entering employment. Restrictions along certain lines are a very necessary follow-up work, and technical education should be carried through during the years after children and young people first enter on a job.

Unlike many other States, Canada has a federal constitution under which a good part of the subject matter of the main resolutions which the Conference is going to be called upon

to endorse belongs to its jurisdiction. However, the national Government of Canada is of the same opinion as the Governments of many of the Provinces. Representatives of three of those Provinces attended this Conference and sat on this Committee. And so far as we are able to learn, the entire resolution will have the agreement of both the national and provincial Governments, and will be regarded by them as a regulation to be followed.

I would point out that this is the first Conference of the International Labour Organization to be held after the termination of hostilities, and that one of the main activities of this Conference should be directed towards the welfare of children and young people. As has already been said, the future of all our nations rests in the hands of the children and youth of to-day, and we would hope that it is an augury of the future that there is evidence at this Conference, in regard to young people, that when they have matured and are in turn conducting international relations, it will be under more amicable and peaceful conditions than it has been in the past. The fact that the Conference could address itself to these problems, looking to the future so early after the termination of the war, should be a milestone in international relations.

We in Canada, in spite of the war, have been able to make some progress in matters pertaining to the welfare of children and young persons during recent years. In July last there was inaugurated a national system of family allowances to pay cash allowances to the parents of children up to the age of 16. The legislation to which I refer was enacted in the hope that through these allowances a greater equalization of opportunity for all the children of the nation would be brought about, an equalization which would have effect in years to come not only in Canada but also in respect of the position which Canada may occupy in world affairs. Also, in recent years the national Government has been able to develop further plans for technical

education. Some of the Provinces have approved legislation with respect to school attendance, and in several other respects we have been able, in spite of the war, to make material progress towards equalizing opportunities for young people and easing the burden of the members of our nation's families who are the citizens of to-morrow.

One other point that does occur to us to have more than passing importance is this; that the Committee throughout its work, although it may have disagreed on some matters of detail, was in agreement on all essentials. We would certainly hope that this may be an augury for the future, and that it may develop a situation in which agreement between nations will be facilitated and sources of irritation removed.

The resolution relating to the children of liberated countries calls for very genuine sympathy on the part of the people of Canada. Spared as we were from the onslaught of the enemy, we are not lacking in a realization of what the occupied nations have suffered, and, I say it most humbly, I think we have already given some evidence of the fact that we appre-

ciated the situation with respect to young persons of occupied countries and are prepared to give them material assistance.

Before concluding I would like to pay a very brief tribute to the Minister of Labour for Belgium, Mr. Troclet. It was due in no small measure to the amiability and diplomacy of Mr. Troclet that this Committee, with the very heavy burden of duty imposed upon it, carried through its duties with reasonable expedition and in such harmonious fashion. I think perhaps, too, it is due to the fact that we have the blessing of having as members ladies representing several of the States and representing the workers in some cases. For all that relates to humanity and young workers is rather more the duty of the women population than of the men, and to the extent that the women of the world were represented on our Committee, by the ladies who came here, we feel that the work was facilitated and that the other members of the Committee were assisted and guided by a woman's hand, which was as it should be.

Recommendation (No. 74) Concerning Minimum Standards of Social Policy in Dependent Territories (Supplementary Provisions)

The General Conference of the International Labour Organization,

Having been convened at Paris by the Governing Body of the International Labour Office, and having met in its Twenty-seventh Session on 15 October, 1945, and

Having decided upon the adoption of certain proposals with regard to minimum standards of social policy in dependent territories (supplementary provisions), which is the fifth item on the agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation, adopts, this fifth day of November of the year one thousand nine hundred and forty-five, the following Recommendation which may be cited as the Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945:

Whereas Chapter XI of the Charter of the United Nations, being the Declaration regarding Non-Self-Governing Territories, affirms the principle that the interests of the inhabitants of all such territories are paramount, and establishes the obligation of metropolitan States, as a sacred trust, to ensure the political, economic, social and educational advancement of the peoples of these territories, and

Whereas the International Labour Conference adopted on 12 May, 1944, in the course of its Twenty-sixth Session, a Recommendation concerning minimum standards of social policy in dependent territories; and

Whereas it is desirable to provide for the application to dependent territories of minimum standards supplementing those adopted in 1944:

The Conference makes the following recommendations:

1. Each Member of the International Labour Organization which is responsible for any dependent territory should take all steps within its competence to secure the effective application in each such territory of the minimum standards set forth in the Annex to this Recommendation, and in particular should bring this Recommendation before the authority or authorities competent to make effective in each such territory the minimum standards set forth in the Annex.

2. Each Member of the Organization should, if it approves this Recommendation, communicate to the Director of the International Labour Office at the earliest possible date particulars of the action taken to make effective the minimum standards set forth in the Annex in respect of each dependent territory for which the Member in question is responsible, and thereafter should report to the International Labour Office, from time to time, as requested by the Governing Body, concerning the action taken to give effect to the Recommendation.

3. The standards set forth in the Annex to this Recommendation should be regarded as minimum standards, which do not qualify or impair any obligation to apply higher standards incumbent upon any Member of the Organization under the Constitution of the Organization or under any International Labour Convention which the Member may have ratified, and should in no case be so interpreted or applied as to lessen the protection afforded by existing legislation to the workers concerned.

Annex

SECTION 1—WAGES AND THRIFT

Article 1

1. It shall be an aim of policy to encourage the development of machinery of collective bargaining whereby minimum rates of wages may be fixed through negotiations between employers' and workers' organizations.

2. In all cases in which the competent authority has reason to believe that the workers' organizations have not arrived at the stage of development necessary to enable them to negotiate on a footing of equality with the employers' organizations, specially qualified persons shall be nominated to assist the workers in the course of the negotiations by giving them information and advice and, if need be, to act in their name. These measures shall be taken and such nominations made after consultation with the labour inspectorate where such exists. Persons so nominated shall assist in the early development of workers' organizations by advice and guidance.

Article 2

1. Where no adequate arrangements exist for the effective fixing of minimum wages by collective agreement, official machinery whereby minimum rates of wages can be fixed for the workers shall be created and maintained.

2. Any minimum rates so fixed by decision of the competent authority shall observe the principle of equal remuneration for men and women for work of equal value.

3. Representatives of the employers and workers concerned, including representatives of their respective organizations, where such exist, shall be associated in the operation of the minimum wage-fixing machinery, in such manner and to such extent, but in any case in equal numbers and on equal terms, as may be determined by the competent authority.

4. Minimum rates of wages which have been fixed by the competent authority shall be binding on the employers and workers concerned so as not to be subject to abatement by agreement between employers and workers without the express consent of the competent authority.

5. The necessary measures shall be taken to ensure that the employers and workers concerned are informed of the minimum rates of wages in force and that wages are not paid at less than these rates in cases where they are applicable.

6. A worker to whom the minimum rates are applicable and who has been paid wages at less than these rates shall be entitled to recover, by judicial or other legalized proceedings, the amount by which he has been underpaid, subject to such limitation of time as may be determined by the competent authority.

Article 3

1. The necessary measures shall be taken to ensure the proper payment of all wages earned and employers shall be required to keep registers of wage payments, to issue to workers statements of wage payments, and to take other appropriate steps to facilitate the necessary supervision.

2. Wages shall normally be paid in cash only and direct to the individual worker.

3. Unless there is an established local custom to the contrary, the continuance of which is desired by the workers, wages shall be paid regularly at such intervals as will lessen the likelihood of indebtedness among the wage earners.

4. Where food, housing, clothing and other essential supplies and services form part of remuneration, all practicable steps shall be taken by the competent authority to control strictly their adequacy and their cash value.

5. All practicable measures shall be taken:

- (a) to inform the workers of their wage rights;
- (b) to prevent any unauthorized deductions from wages; and
- (c) to restrict the amounts deductible from wages in respect of supplies and services forming part of remuneration to the cash value thereof.

Article 4

1. Voluntary forms of thrift among wage earners and independent producers shall be encouraged.

2. The maximum amounts and manner of repayment of advances on wages shall be regulated by the competent authority.

3. The competent authority shall limit the amount of advances which may be paid to a worker who has been engaged from outside the territory. The amount of any such advances shall be clearly explained to the worker. Any advance made in excess of the amount laid down by the competent authority shall be irrecoverable at law.

4. All practicable measures shall be taken for the protection of wage earners and independent producers against usury, in particular by action aiming at the reduction of rates of interest on loans, by the control of the operations of money lenders, and by the encouragement of facilities for borrowing money for appropriate purposes through co-operative credit organizations or through institutions which are under the control of the competent authority.

Article 5

1. Where deferred pay schemes are in existence or are being established:

- (a) their rules and operations shall be supervised by the competent authority, and in particular employers shall, where the competent authority is not satisfied that the funds are suitably invested, be required to furnish security for their obligations under such schemes;
- (b) representatives of the wage earners, including representatives of their organizations where such exist, shall be associated in the operation of such schemes.

2. It shall be an aim of policy, as soon as the economic evolution of a territory permits, progressively to eliminate deferred pay schemes and to establish, without prejudice to provident or superannuation schemes, systems of retirement allowances, including provisions for contributions by the Government or employers or both as well as by the workers.

Article 6

1. It shall be an aim of policy effectively to establish the principle of equal wages for work of equal value in the same operation and undertaking and to prevent discrimination directed against workers by reason of their race, religion or sex in respect of opportunities for employment and promotion and in respect of wage rates.

2. All practicable measures shall be taken to lessen any existing differences in wage rates which are due to discrimination by reason of race, religion or sex by raising the rates applicable to the lower paid workers.

3. Workers engaged for employment from outside any dependent territory may be granted additional payments to meet any reasonable personal or family expenses resulting from employment away from their homes.

SECTION 2—LABOUR ASPECTS OF LAND POLICIES

Article 7

The following shall be among the measures to be considered by the competent authorities for the promotion of productive capacity and the improvement of standards of living of primary producers:

- (a) the elimination to the fullest practicable extent of the causes of chronic indebtedness;

- (b) the control of the alienation of agricultural land to non-agriculturalists so as to ensure that such alienation takes place only when it is in the best interest of the territory;
- (c) the supervision of tenancy arrangements and of working conditions with a view to securing for tenants and labourers the highest practicable standards of living and an equitable share in any advantages which may result from improvements in productivity or in price levels.

SECTION 3—SOCIAL SECURITY

Article 8

Provision shall be made by law at the earliest possible date for the payment of compensation to employed persons in case of incapacity for work caused by accidents arising out of and in the course of their employment, and to their dependent survivors in case of death caused by such accidents, and for the medical care of persons injured by such accidents:

- (a) in case of incapacity, compensation shall be paid not later than as from the fifth day after the accident, but, if the incapacity lasts for more than four weeks, compensation shall be payable as from the first day of incapacity;
- (b) all measures practicable under local conditions shall be taken to restore as quickly as possible the earning capacity of injured workers;
- (c) unless otherwise provided by a general social insurance scheme, the cost of compensation shall be borne by employers, and, as soon and so far as possible, shall be covered by a system of compulsory insurance not carried on for profit;
- (d) the law and all procedures relating to compensation shall be as simple as possible; in particular, a public officer shall be responsible for seeing that injured workers receive the compensation to which they are entitled, and claims shall be settled by summary and informal procedure.

Article 9

Where the injury results in permanent incapacity of other than a minor character or death, the compensation payable to the injured worker or his dependants shall be in the form of periodical payments: Provided that it may be wholly or partially paid in a lump sum if the competent authority is satisfied that it will be properly utilized or considers it impracticable properly to control periodical payments. It shall, however, be an aim of policy to eliminate the system of lump sum payments in favour of periodical payments.

Article 10

The provisions of Articles 8 and 9 shall, where appropriate, apply to workmen's compensation for occupational diseases.

Article 11

1. There shall be equality of treatment for national and foreign workers in respect of workmen's compensation for accidents and occupational diseases.

2. Foreign workers who are entitled to workmen's compensation benefits and who are returning to their countries of origin shall be entitled to any compensation which would have been due to them if they had remained in the territory of employment. If benefit payments are

periodical, they shall continue to receive such benefits or be granted a lump sum in lieu thereof.

Article 12

1. It shall be an aim of policy, in areas where substantial numbers of the workers normally earn their living by wage earning, to introduce compulsory insurance for the protection of wage earners and their dependents in cases of sickness and maternity, old age, death of the breadwinner and unemployment. As soon as the necessary conditions for the operation of such insurance are present, arrangements to that end shall be inaugurated.

2. It shall be an aim of policy to provide, through compulsory sickness and maternity insurance, medical care for injured persons and their dependents, in so far as such care is not already provided as a free public service.

SECTION 4—PLACING OF WORKERS

Article 13

1. Where employment or migration is on a sufficient scale, provision shall be made for a system of free public employment offices.

2. Where the nature of labour migration so requires, properly equipped rest houses shall be provided by the competent authority.

3. Any systems which may be operated by associations of employers or of organized workers for the placing of workers and for their welfare during journeys to and from employment shall be without cost to the workers and under the close supervision of the competent authority.

SECTION 5—HOURS AND HOLIDAYS

Article 14

1. The maximum hours of work in industrial and commercial undertakings shall be fixed by the competent authority.

2. So far as practicable, the maximum hours of work in agricultural undertakings shall be fixed by the competent authority.

3. The reports communicated to the International Labour Office in accordance with paragraph 2 of this Recommendation shall contain full information concerning the measures taken to regulate hours, including information on the limits of the hours prescribed, any provisions for minimum periods of unbroken rest, any special limitations for unhealthy, dangerous or onerous operations, any special arrangements for particular operations, any exceptions permitted for seasonal employment, and the methods of application of the regulations.

Article 15

1. Workers employed in industrial and commercial undertakings shall be granted in every period of seven days a period of rest comprising at least twenty-four consecutive hours, but wherever appropriate to the customs of the workers, a proportionate period of rest calculated over a longer period than one week is permissible.

2. Such provision for weekly rest shall be extended as soon as possible to agricultural undertakings subject to such adaptations as may be necessary to take account of the requirements of production.

3. The period of rest shall wherever possible be granted simultaneously to the whole of the staff of each undertaking and be fixed so as to coincide with the days already established by the customs of the workers.

4. Total or partial exceptions may be authorized by the competent authority when considered necessary. Overtime shall be compensated by wages substantially in excess of the normal rates whenever there is encroachment on the rest period.

Article 16

1. As soon as practicable, provision shall be made entitling workers employed in industrial and commercial undertakings to an annual holiday with pay of at least twelve working days, after one year of substantially regular employment. Where the employment of a worker is terminated after the completion of six months' service for a reason other than misconduct on his part he shall be entitled to a pro rata payment in lieu of an annual holiday.

2. It shall be an aim of policy to establish, wherever practicable, that workers employed in agricultural undertakings shall be entitled, after one year of substantially regular employment, to an annual holiday with pay of at least twelve working days. Where the employment of a worker is terminated after the completion of six months' service for a reason other than misconduct on his part he shall be entitled to a pro rata payment in lieu of an annual holiday.

3. Where workers are employed at considerable distances from their homes, a holiday calculated on the same basis over a longer period of employment may be substituted for the annual holiday with pay of twelve working days.

4. Where workers are employed at distances from their homes where they have been recruited or engaged, all practicable means shall be taken to facilitate their visiting their homes during holidays with pay.

Article 17

Where the competent authority is satisfied that hours of work, weekly rest or annual holidays with pay are adequately regulated by collective agreements or awards which cover a substantial number of the workers concerned, such agreements or awards may be regarded as satisfying the relevant provisions of this Section.

SECTION 6—POWERS OF LABOUR INSPECTORS

Article 18

1. Inspectors appointed by the competent authority and provided with credentials shall be authorized by law to exercise the following powers for the purpose of carrying out their duties:

- (a) the power to visit and inspect, at any hour of the day or night places where they may have reasonable cause to believe that persons under the protection of the law are employed;
- (b) the power to enter by day any place which they may have reasonable cause to believe to be an undertaking, or part thereof, subject to their supervision;
- (c) the power to question any person employed in the undertaking, either alone or in the presence of witnesses, or to apply for information to any other person whose evidence they may consider necessary;
- (d) the power to require to be shown any registers or documents which the laws regulating conditions of work require to be kept.

2. Before leaving the undertaking, inspectors shall, if possible, notify the employer or his representative of their visit, unless they consider such a notification may be prejudicial to the performance of their duties.

- SECTION 7—CONCILIATION

Article 19

1. All procedures for the investigation and settlement of disputes between employer and worker shall be as simple as possible.

2. Employers and workers shall be encouraged to reach fair settlements of disputes by conciliation without recourse to courts of law. For this purpose all practicable measures shall be taken to consult and associate the representatives of organizations of employers and workers in the establishment and working of conciliation machinery.

3. Subject to the operation of such machinery, public officers shall be responsible for the investigation of disputes and shall endeavour to promote conciliation and to assist the parties in arriving at a fair settlement. Where practicable, these officers shall be officers especially assigned to such duties.

SECTION 8—HEALTH AND SAFETY IN EMPLOYMENT

Article 20

1. Minimum conditions shall be prescribed for the protection of the health, safety and welfare of workers in industrial undertakings and in other undertakings where the machinery used or the operations performed render such measures necessary.

2. Machinery imported from abroad shall be equipped with the safety devices prescribed in the territory of importation. If the competent authority in the territory of importation has not prescribed the necessary safety devices for any imported machinery, such machinery shall be equipped with the devices prescribed in the country of manufacture.

3. So far as possible the safety devices shall be incorporated in the original design of the machinery.

Article 21

1. Consideration shall be given to the application to dependent territories of the provisions of the Protection against Accidents (Dockers) Convention (Revised), 1932, in particular in the case of large ports and wherever new machinery is installed for the loading or unloading of ships, whether berthed in docks, at buoy or at anchorage.

2. Consideration shall be given to the desirability of ratifying the Protection against Accidents (Dockers) Convention (Revised), 1932, by such States responsible for dependent territories possessing ports as have not already done so.

Article 22

As soon as possible, provision shall be made requiring the gross weight of any package or object of one thousand kilograms (one metric ton) or more consigned within any territory for transport by sea or inland waterway to be plainly and durably marked on the package or object before it is loaded on any vessel.

Article 23

1. In order to secure the adoption of the most suitable safety means for preventing accidents and diseases, the following principles shall be applied:

- (a) the notification of all accidents to the competent authorities shall be required, and one of the essential duties of the inspectors appointed by the competent authority shall be to investigate accidents, and more especially those of a serious or recurring character, with a view to ascertaining by what measures they can be prevented;
- (b) inspectors shall inform and advise employers' and workers' organizations on the best standards of health and safety;
- (c) inspectors shall encourage the collaboration of employers, managing staff and workers for the promotion of personal caution, safety methods and the perfecting of safety equipment;
- (d) inspectors shall endeavour to promote the improvement and perfecting of measures of health and safety, by the systematic study of technical methods for the internal equipment of undertakings, by special investigations into problems of health and safety, and by any other means.

2. In territories where it is considered preferable to have a special organization for accident insurance and prevention completely independent of the inspectorate, the special officers of such an organization shall be guided by the foregoing principles.

SECTION 9—INFORMATION

Article 24

The competent authority shall assume responsibility for making widely known the nature and significance of the measures adopted in conformity with the foregoing Articles and the Articles of the Social Policy in Dependent Territories Recommendation, 1944, for the information of the workers and their families, and of the employers. Workers' organizations and employers' organizations, where such exist, shall be utilized as channels for this information. Wherever practicable, such information shall be made available in the local vernaculars.

SECTION 10—DEFINITIONS AND SCOPE

Article 25

For the purposes of the present Annex:

- (a) the term "agricultural undertaking" may be defined so as include processes conducted on the undertaking for the preservation and dispatch of the agricultural products of the undertaking, unless it is desired to classify these processes as parts of an industrial undertaking;
- (b) the term "commercial undertaking" includes:

- (i) commercial establishments and offices including establishments engaging wholly or mainly in the sale, purchase,

distribution, insurance, negotiation, loan, or administration of goods or services of any kind;

- (ii) establishments for the treatment or care particularly of the aged, infirm, sick, destitute, or mentally unfit;
 - (iii) hotels, restaurants, boarding houses, clubs, cafes, and other refreshment houses;
 - (iv) theatres and places of public amusement; and
 - (v) any establishment similar in character to those enumerated in subparagraphs (i), (ii), (iii), and (iv) above;
- (c) the term "industrial undertaking" includes:
- (i) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including undertakings engaged in shipbuilding, in the generation, transformation or transmission of electricity, in the production or distribution of gas or motive power of any kind, in the purification or distribution of water, or in heating;

- (ii) undertakings engaged in the construction, reconstruction, maintenance, repair, alteration, or demolition of any one or more of the following: buildings, railways, tramways, airports, harbours, docks, piers, works of protection against floods or coast erosion, canals, works for the purpose of inland, maritime or aerial navigation, roads, tunnels, bridges, viaducts, sewers, drains, wells, irrigation or drainage works, telecommunication installations, works for the production or distribution of electricity or gas, pipelines, water-works, and undertakings engaged in other similar works or in the preparation for or laying the foundations of any such work or structure;
- (iii) mines, quarries or other works for the extraction of minerals from the earth; and
- (iv) undertakings engaged in the transport of passengers or goods, excluding transport by hand, unless such undertakings are regarded as parts of the operation of an agricultural or commercial undertaking;

- (d) the terms "agricultural undertaking", "commercial undertaking" and "industrial undertaking" include both public and private undertakings.

Article 26

The competent authority may, by public regulations published beforehand, exclude from the application of the provisions of the present Annex undertakings or vessels in respect of which, from their nature and size, adequate supervision may be impracticable.

Resolution Concerning the Maintenance of Full Employment During the Period of Industrial Rehabilitation and Reconversion

Whereas the Charter of the United Nations provides that, with a view to the creation of conditions of stability and well-being which are necessary for peaceful and friendly relations among nations, based on respect for the principle of equal rights and self-determination of peoples, the United Nations shall promote, among other things, higher standards of living and full employment and conditions of economic and social progress and development; and,

Whereas the Articles of Agreement of the International Monetary Fund provide that one of the purposes of the Fund is "to facilitate the expansion and balanced growth of international trade and to contribute thereby to the promotion and maintenance of high levels of employment and real income and to the development of the productive resources of all members as primary objectives of economic policy"; and

Whereas the Articles of Agreement of the International Bank for Reconstruction and Development provide that one of the purposes of the Bank is "to promote the long-range balanced growth of international trade and the maintenance of equilibrium in balances of payments by encouraging international investment for the development of the productive resources of members, thereby assisting in raising productivity, the standard of living and conditions of labour in their territories"; and

Whereas the General Conference of the International Labour Organization has recognized in the Declaration of Philadelphia the solemn obligation of the Organization to further among the nations of the world programs which will achieve full employment and the raising of standards of living, and policies in regard to wages and earnings, hours and other conditions of work calculated to ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection; and

Whereas the Conference has also affirmed in the Declaration of Philadelphia that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, and that the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy, and has further affirmed that it is a responsibility of the International Labour Organization to examine and consider all international economic and financial policies and measures in the light of this fundamental objective; and

Whereas the Conference at its Twenty-sixth Session adopted the Employment (Transition from War to Peace) Recommendation, 1944, the Employment Service Recommendation, 1944, the Public Works (National Planning) Recommendation, 1944, and the Social Security (Armed Forces) Recommendation, 1944, which provide for measures to facilitate the re-employment of demobilized members of the armed forces, discharged war workers, and all persons whose usual employment has been interrupted as a result of the war, enemy action, or resistance to the enemy or enemy-dominated authorities, including measures relating to the advance collection of information, the demob-

ilization of the armed forces, industrial demobilization and conversion, applications for work and for workers, vocational guidance, training and retraining programs, geographical mobility, the employment of women, young persons and the disabled, the regularization of employment in particular industries, the organization of an employment service, the national planning of public works, and the provision of income security for persons discharged from the armed forces and assimilated services and from war employment; and

Whereas the maintenance of full employment in the period of industrial rehabilitation and reconversion also requires the adoption of appropriate policies relating to such matters as investment, consumer spending, international capital movements and trade, and the planning of industrial reconversion and development in relation to changes in the structure of industry; and

Whereas it is desirable that the representatives of Governments, employers and workers assembled at the Twenty-seventh Session of the Conference should formulate their views in regard to these matters;

The Conference adopts the following resolution and decides to bring the suggestions contained therein to the notice of Governments and of the international bodies having primary responsibility for giving effect to such of these suggestions as are the concern of these bodies:

1. (1) The Conference welcomes the adoption of the Charter of the United Nations and notes with keen satisfaction that it provides for international economic and social co-operation for the promotion among other things of higher standards of living and full employment, and conditions of economic and social progress and development, and that it pledges all members to take joint and separate action in co-operation with the United Nations Organization for the achievement of these purposes.

(2) The Conference expresses its keen satisfaction that the International Monetary Fund and the International Bank for Reconstruction and Development are required by their respective Articles of Agreement to be guided in all their decisions by the social purposes indicated in the said Articles and quoted in the preamble to the present resolution.

(3) The Conference expresses the hope that the United Nations Organization, through its appropriate organs, will define and put into effect, as quickly as possible, appropriate measures for furthering international co-ordination of employment policies during the reconversion period, and that for this purpose the fullest use will be made of the International Labour Organization and the other intergovernmental organizations concerned.

(4) The Conference, noting that several Members of the International Labour Organization have already published official statements affirming their determination to achieve full, or high levels of employment in the post-war period, and setting out the methods they propose to use, and that legislation designed to achieve similar ends has been introduced in several national legislatures, urges all Members

to take early steps to determine and announce the main features of their post-war policy in accordance with the general principles already incorporated in the Charter of the United Nations.

2. (1) It should be the responsibility of Governments to take all steps within their power, in collaboration with workers' and employers' organizations and industry generally, to establish such economic and financial (including fiscal) conditions as will facilitate the absorption into useful employment, at the highest practicable levels of remuneration of all members of the population of working age, who are able to work and willing to accept such employment.

(2) Inasmuch as the successful implementation of a full employment policy in any one country will often depend upon factors controlled at least in part by other countries, including the availability of raw and semi-manufactured materials and capital equipment and the equilibrium of the balance of payments, Government policy in relation to these matters should have due regard to the impact of particular national measures upon the employment situation in other countries.

3. In view of the importance of a high level of investment from the point of view of employment policy, and in order to eliminate as rapidly as possible the shortages of capital goods which create bottlenecks and thereby hinder both an increase in employment and the production of consumers' goods, provision should be made for—

- (a) measures to facilitate the flow of credit and of capital to new, efficient enterprises; and
- (b) appropriate methods by which public authorities may support and supplement investment in types of development (such as housing) which are of special importance from the social point of view; and
- (c) consultations between Government and industry for the purpose of adapting the volume of private investment with a view to minimizing trade fluctuations; and
- (d) a policy of public investment and related financial measures on the lines recommended in the Public Works (National Planning) Recommendation, 1944.

4. (1) The existence in most countries of a relative shortage of production and consumption goods, accompanied by a high effective demand for such goods both from current income and from liquid assets accumulated during the war, tends to cause an inflationary spiral in prices which would be of such a character as to disturb the economy and might ultimately provoke a crisis. In addition, the rise in prices would have serious social consequences including a reduction in the real income of workers, especially white-collar workers, and of all groups in the community who depend upon a fixed money income, as well as the danger of widespread industrial conflict. Appropriate measures, including the following, should therefore be adopted to counteract inflationary developments.

(2) The supply of goods should be increased by measures to facilitate the expansion of production and, where appropriate, of imports.

(3) Provision should be made so far as is administratively practicable, for the retention, as long as shortages prevail, of—

- (a) price controls over good and services; and
 - (b) direct controls over the production and allocation of raw and semi-manufactured materials, transport, sources of power and capital goods; and
 - (c) limitation of demand for consumption goods by such means as rationing.
- (4) To the extent that the above controls are ineffective or only partially effective in preventing inflationary developments, they should be supplemented, as long as is necessary, by financial or taxation measures designed to absorb any excess of monetary demand.

(5) An educational campaign should be undertaken to persuade consumers to refrain from using their increased purchasing power in such a way as to force up prices.

5. As the various countries emerge from the phase of shortages and potential inflation into more normal economic conditions, measures of the following type, construed and timed in the light of the circumstances prevailing in particular countries, will become appropriate—

- (a) the controls mentioned in paragraph 4 above should be relaxed in such a way as to keep pace with the increasing supply of transport, power, materials, capital goods and consumption goods;
- (b) the high level of taxation necessary during the war and early post-war period should be relaxed as the inflationary danger recedes, and in applying this principle the benefit of tax reduction should apply initially—
 - (i) to taxes which bear on lower incomes, and
 - (ii) to taxes likely to restrict necessary investment.

6. (1) When the inflationary danger has passed the problem will be to maintain an adequate level of aggregate demand for goods and services.

(2) In order that the scale of employment offered by private and public employers may be adequate, Governments should take positive steps to ensure that any deficiency in the total demand for goods and services, in relation to that required to achieve full employment in the circumstances ruling at the time, will be offset by an expansion of private and/or public expenditure in accordance with the principles set out in Chapter 11 of the Report on "The Maintenance of High Levels of Employment during the Period of Industrial Rehabilitation and Reconversion" (Report II) submitted to the Twenty-seventh Session of the Conference.

(3) One of the principal instruments for achieving this object would be the adoption of a suitable budgetary policy, and in determining such a policy special regard should be had to its effect on the magnitude and composition of aggregate demand and thus on the volume and structure of employment and output.

(4) In applying the above principles consideration should be given, whenever aggregate demand threatens to become deficient, to—

- (a) the stimulation of consumption by subsidies;

- (b) the reduction of taxes on lower incomes;
- (c) the expansion of public investment.

(5) Adequate unemployment insurance and/or assistance schemes should be established in countries which have not yet adopted such schemes, this being important not only for social reasons but in order to maintain purchasing power.

7. In order to assist the progressive raising of the standard of living of all workers, the Conference recommends the establishment of appropriate minimum wage standards, adequate for satisfying reasonable human needs.

8. (1) As the shortages of transport, sources of power, materials and industrial equipment in relation to the available labour, which characterize the period of industrial rehabilitation and reconversion, more especially in the devastated countries which are members of the United Nations, tend to cause unemployment, and as the shortage of consumption goods, more particularly food, clothing and medical supplies, may deprive employed workers of the minimum standards necessary to enable them to do their work efficiently, arrangements should be made by the Governments concerned to enable the countries in which there are serious shortages of such goods to import—

- (a) the sources of power, materials and industrial equipment required to restore transport, to reconstruct their industries and to replenish their stocks so that the available labour may be fully employed on productive work in accordance with reasonable social priorities; and

- (b) consumers' goods necessary to ensure to the people a satisfactory standard of living.

(2) These arrangements should include—

- (a) measures to facilitate an increase in the production of means of transport, power, materials and industrial equipment throughout the world;

- (b) the granting by countries having supplies of such goods of the priorities necessary to make a reasonable proportion of such supplies available to the devastated countries;

- (c) appropriate measures for the provision without direct payment, by U.N.R.R.A., or by special international, including bilateral, arrangements, of such supplies to the countries which are in the greatest need and have little or no foreign exchange available for their purchase;

- (d) the provision of short and medium-term credits either through ordinary commercial channels or, if necessary, by intergovernmental agreements;

- (e) long-term loans at low rates of interest to the importing countries made directly by the countries able to make such loans or by or through the International Bank for Reconstruction and Development.

9. (1) An increase in the standard of living in less advanced countries (particularly those with large agricultural populations) is an urgent necessity for these countries and will be a powerful factor in promoting full employment throughout the world.

(2) Arrangements should be made to meet the import requirements of the agricultural and raw-material producing countries, more

particularly their requirements of the capital goods necessary to enable them to develop their industrial and agricultural resources to the fullest possible extent.

(3) With a view to facilitating the financing of such imports, long-term loans at low rates of interest should be made directly by countries able to make such loans or by or through the International Bank for Reconstruction and Development.

(4) The industrialized countries should provide technical assistance, more especially by placing technical experts and training instructors at the disposal of the agricultural and raw-material producing countries and by giving facilities for the training of personnel from those countries.

(5) In order to prevent unemployment in the agricultural and raw-material producing countries, resulting from the sudden curtailment or termination of contracts concluded by them with other members of the United Nations for the supply of raw materials for war purposes, joint consideration should be given by the Members concerned to the measures that may be necessary to ensure that the curtailment or termination of such contracts will cause the least possible disturbance, including measures to facilitate a transfer of resources to other types of production, and more particularly the replacement of the contracts for war materials by contracts for food and materials required for the relief and reconstruction of the devastated countries.

10. In order to prevent the development of local areas of high unemployment such as existed in some countries in the inter-war period, attention should be paid, in planning industrial reconstruction and development, to the changes in the structure and location of industry which have taken place during the war, including particularly a great expansion in many countries of industries engaged in the production of war materials, the creation or expansion of various industries in the less industrialized countries and the expansion of industries manufacturing substitutes for raw materials.

11. In order to facilitate economic recovery and to further full employment Members should give consideration to measures to facilitate the resumption and expansion of world trade.

12. The Conference desires to draw the attention of the appropriate organs of the United Nations Organization to the importance of promoting arrangements which will enable countries to bring their balances of payments into equilibrium by methods which permit them to maintain full employment without recourse to abnormal or unduly prolonged borrowing from abroad, or to the creation of unreasonable barriers to international trade.

13. In the implementation of the measures suggested in this resolution, and the creation of governmental machinery competent to deal with questions of full employment, Governments should give consideration where necessary to—

- (a) the desirability of creating new agencies or strengthening and adapting existing agencies to the special demands of a programme for the maintenance of full employment;

- (b) the devising and improvement of technical processes involved in the estimation of the current and future volume of employment, income, investment, savings, and of public and private expenditure;
- (c) the creation and consultation where appropriate of tripartite bodies and in

suitable cases of other bodies for the purpose of aiding in the determination and application of policies concerning the maintenance of full employment;

- (d) the collection and interchange of uniform statistical and economic information relevant to the questions with which this resolution is concerned.

List of Points for consultation of Governments on the Medical Examination for Fitness for Employment (Young Workers)

This Conference,

Having examined the report submitted by the International Labour Office on the medical examination for fitness for employment (young workers),

Invites the International Labour Office to consult the Governments on the following points:

1. Form of the regulations.

(1) One or more Draft Conventions rather than a Recommendation.

(2) Desirability of a Recommendation establishing supplementary provisions.

2. Scope as regards employments to be covered.

(1) Necessity for covering both industrial and non-industrial occupations.

(2) Definition of scope:

(a) industrial occupations:

(i) general definition broadly indicating the categories to be covered; or

(ii) detailed list as in previous Conventions, subject to revision.

(b) non-industrial occupations:

(i) definition by exclusion of industrial, agricultural and maritime occupations; or

(ii) detailed list as in the Holidays with Pay Convention, 1936, subject to addition of itinerant trading and other occupations carried on in the streets or in places to which the public have access.

(3) Necessity for covering all family undertakings, or solely those in which the work carried on is dangerous to health.

(4) Classes of undertakings or employments, if any, to be excluded.

3. Scope as regards age of the young persons to be protected.

(1) (a) Necessity of applying regulations to all persons under the age of 18 years in the occupations concerned; or

(b) necessity of applying regulations to all persons under the age of 21 years in the occupations concerned.

(2) Desirability of prescribing a lower age-limit in the case of all persons covered hereunder, such lower age to be 16 years or such age between 16 and 18 years as may be considered desirable, pending legislation in each country prescribing a higher age-limit.

(3) Desirability of prescribing a higher age-limit for occupations which involve special hazards to the health of young workers.

4. Provisions concerning medical examinations for fitness.

(1) Provisions for free and thorough medical examination in relation to employment:

(a) a thorough general examination combined with medical advice to be used in vocational guidance, before entering employment and, preferably, before leaving school; or

(b) a specific examination as a condition of entrance into employment, taking into account the suitability of the particular kind of work; or

(c) a thorough general examination, as indicated under (a) above, combined with a specific examination as an obligation for certain occupations or for groups of occupations specified by order of the supervisory authorities as involving similar health risks in order to avoid unnecessary examinations.

(2) Provisions for subsequent examinations:

(a) an annual re-examination, combined with an examination on change of employment; or

(b) an annual re-examination, combined with a special examination either by order of the supervisory authorities or at the request of parents in relation to the state of health of the young worker in question or the nature of the occupation; or

(c) an annual re-examination, an examination on change of employment and a special examination as indicated in (b) above;

(d) necessity of re-examination at shorter intervals in special circumstances;

(e) possibility of leaving to national authorities discretionary powers to establish lists of occupations involving similar health risks for the purpose of avoiding unnecessary re-examinations on changes of employment.

(3) Necessity of providing health and social measures for children and young persons found by medical examination to have physical handicaps or limitations, and of assuring effective liaison between health, educational and social authorities for the purpose of ensuring that such children and young persons shall, as the circumstances of the case demand:

(a) receive the medical treatment required;

(b) be encouraged to return to school or be guided towards suitable occupations and trained for such occupations;

(c) have the advantage of other useful measures, including financial aid.

(4) Desirability of vesting in the authorities responsible for the supervision of measures relating to fitness for employment:

(a) the duty of drawing up a table of occupations and trades showing the risks which they may involve for the health of workers who are physically handicapped or in a poor state of health, together with a table of occupations and trades suitable for such persons;

(b) the power to grant authorization for employment or medical certificate limited to particular occupations or under special conditions, or to grant temporary authorization or medical certificate covering a fixed period at the end of which the young worker should appear for re-examination;

(c) the power to lay down specified conditions in particular cases to safeguard the health of the young worker.

5. Administration and enforcement.

(1) Necessity for making the employment of a juvenile illegal unless employment has been duly authorized through:

(i) an employment certificate or a work book, on which a statement containing evidence as to fitness must be endorsed; or

(ii) a medical certificate of fitness for employment.

(2) Desirable methods of issue and of renewal of medical certificates of fitness.

(3) Supervisory authorities:

(a) authorities responsible for the issue of documents authorizing employment:

(b) desirability of establishing tripartite bodies to examine disputed cases;

(c) desirability:

(i) of making examining doctors responsible to public authorities; and

(ii) of having examining doctors paid by public authorities;

(d) desirability of having examining doctors experienced in matters relating to the health of children and young persons, and wherever possible, with specific knowledge of the occupations concerned;

(e) authorities responsible for enforcement of the laws as to health and safety in employ-

ment, and authorities responsible for enforcement of laws relating to the employment of children and young persons.

(4) Responsibilities of the employer in regard to enforcement:

(a) obligation to keep available:

(i) either the authorization of employment, such authorization to include a statement as to medical examination and limitations as to employment prescribed as a result of medical examination;

(ii) or the medical certificate of fitness; or

(iii) if (i) is preferred, desirability of making provisions in order that the confidential information contained in the certificate of fitness should in no case come to the knowledge of the employer, the latter receiving from the supervisory authorities only the authorization for employment based on the medical certificate.

(b) obligation to send a notification of the employment of young persons to the competent supervisory authorities.

(5) Measures to assure the identification and supervision of children and young persons engaged in itinerant trading or in any other occupation carried on in the streets or in places to which the public have access.

(6) Desirability of providing for the prohibition of employment of young persons under the age of 16 years in occupations carried on in fairs and for public entertainment, which are dangerous to their life and health.

List of Points for consultation of Governments on the Restriction of Night Work of Children and Young Persons (Non-Industrial Occupations)

This Conference.

Having examined the report submitted by the International Labour Office on the restriction of night work of children and young persons (non-industrial occupations),

Invites the International Labour Office to consult the Governments on the following points:

1. Form of the regulations.

(1) A Draft Convention rather than a Recommendation.

(2) Desirability of a Recommendation relating to administrative methods of application.

2. Scope as regards employments covered.

(1) Necessity of covering all non-industrial occupations:

(a) without exception; or

(b) excluding domestic service in private households.

(2) Definition of non-industrial occupations:

(a) by excluding from the regulation these occupations which are recognized as industrial, agricultural or maritime, including sea fishing; or

(b) by listing types of non-industrial occupations.

3. Scope as regards persons covered.

(1) Necessity of covering all children and young persons up to the age of 18:

(a) without exclusion; or

(b) by leaving to the discretion of the competent authority in each country the decision to exempt children and young persons engaged in family undertakings in which only parents and their children or wards are engaged,

provided the activities carried on are recognized as not being harmful, prejudicial or dangerous to children or young persons.

(2) Desirability of prescribing a lower age-limit in the case of all persons covered hereunder, such lower age to be 16 years or such age between 16 and 18 years as may be considered desirable, pending legislation in each country prescribing a higher age-limit.

4. Protective provisions

(1) Fixing of separate and appropriate standards:

(x) for children under 14 years of age;

(xx) either for young persons between 14 and 16 years of age and young persons between 16 and 18 years of age, or for young persons between 14 and 18 years of age.

(2) Provisions applicable to children under 14 years of age:

(a) Abolition of night work during a consecutive rest period of:

(i) fourteen hours in every twenty-four hours; or

(ii) sixteen hours in every twenty-four hours;

(b) determination of the interval of night hours during which all work is prohibited:

(i) by the national authority, provided that the prohibited night hours are coterminous with the total consecutive rest period of fourteen hours or sixteen hours according to the alternative chosen;

(ii) by a provision included in the Draft Convention.

(3) Provisions applicable:

(x) to young persons between 14 and 16 years of age; or

(xx) to young persons between 14 and 18 years of age;

(a) abolition of night work during consecutive rest period of:

(i) twelve hours in every twenty-four hours; or

(ii) fourteen hours in every twenty-four hours;

(b) the interval of night hours during which all work is prohibited to include:

(i) at least the interval between 10 p.m. and 6 a.m.; or

(ii) a longer interval, for example 8 p.m. to 7 a.m.

(4) If the alternative 3 (xx) is not accepted, provisions applicable to young persons between 16 and 18 years of age:

(a) abolition of night work during a consecutive rest period of twelve hours in every twenty-four hours;

(b) the interval of night hours during which all work is prohibited to include:

(i) at least the interval between 10 p.m. and 6 a.m.;

(ii) possibility for the Governments, in exceptional circumstances which affect certain areas and occupations, and after consultation with the employers' and workers' organizations concerned, to substitute the interval between 11 p.m. and 7 a.m. for the above-mentioned interval.

5. Exemptions

(1) In countries where the climate renders work by day particularly trying to the health, provisions authorizing a shorter night period, in the case of children and young persons 14 years of age or older, provided that compensatory rest is granted during the day.

(2) In cases of serious emergency declared by the Government to affect the public interest, provision for temporary night work by young persons over 16 years of age.

(3) In public entertainment, the authorization of night work in the interest of art, science or education, under the following conditions, and only in most exceptional circumstances:

(a) condition applicable to children and young persons under 16 years of age:

(i) no night employment in an occupation deemed by national authorities to be, by its nature, or the circumstances in which it is to be carried on, dangerous to the life, health or morals of the child;

(ii) no night work except in the case of children who attend academies and other institutions for dramatic or musical instruction;

(iii) no employment on more than three evenings a week;

(iv) no employment after midnight;

(v) strict safeguards to assure the child's health, morals and kind treatment and to avoid interference with the child's education;

(vi) guarantee of a consecutive rest period of fourteen hours or sixteen in every twenty-four hours according to the alternative chosen;

(b) conditions applicable to young persons between 16 and 18 years of age:

(i) no night employment in an occupation deemed by the national authorities to be, by its nature or the circumstances in which it is to be carried on, dangerous to the life, health or morals of the young person;

(ii) no employment after midnight;

(iii) guarantee of a consecutive rest period of twelve hours in every twenty-four hours.

6. Administration and Enforcement

(1) Provisions to be included in the Convention to specify certain measures to be taken for ensuring its enforcement:

(a) adequate public supervision and inspection by men or women as the authorities may deem appropriate, including inspections at the request of parents;

(b) requirement that employers keep records showing name and date of birth of children and young persons in their employment and hours worked, except in the case of young persons employed in itinerant trading or in any other occupation carried on in the streets or in places to which the public have access, and whose working time, under national regulations, is not deemed to be directly within the employer's control;

(c) suitable means of assuring the identification and supervision of children and young persons engaged in itinerant trading or in any other occupation carried on in the streets or in places to which the public have access;

(d) penalties applicable to the employer or other responsible adult for breaches of the night work prohibition.

(2) Desirability of a Recommendation suggesting administrative methods and techniques useful in applying effectively night work regulations to non-industrial employment:

(a) for shops and other commercial undertakings, offices and similar establishments, a system of employment certificates or work books to determine the child's or the young person's age and eligibility for employment under specified conditions, including the prohibition of night work;

(b) for street trading and similar occupations:

(i) system of licensing or special permits, with requirement that employed children or young persons wear a special badge, to facilitate enforcement and inspection;

(ii) arrangements for full co-operation of local and educational authorities and social agencies with labour authorities in enforcing night work regulations;

(iii) where an employer-employee relationship exists, provision for holding the employer legally responsible for violations of the night work prohibition;

(iv) where no employer-employee relationship exists, provision for requiring those who supply the child or young person with merchandise or supplies for sale or resale to assure

themselves that the minor is legally employed and to keep suitable identifying records, as an aid to the authority responsible for enforcement of the night work prohibition;

- (c) in public entertainment (if exemption 5 (3) is adopted), provision for a system of licences or special permits issued to the child by the national or local authorities for a fixed period.

Resolution concerning the Protection of Children and Young Workers

Whereas the preamble to the Constitution of the International Labour Organization includes among the objects of the Organization the protection of children and young persons and the organization of vocational and technical education; and

Whereas Article 41 of the Constitution declares the "abolition of child labour and the imposition of such limitations on the labour of young persons as shall permit the continuation of their education and assure their proper physical development" to be of special and urgent importance; and

Whereas the Declaration of Philadelphia recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve "provision for child welfare and maternity protection" and "the assurance of equality of educational and vocational opportunity"; and

Whereas these solemn commitments involve the acceptance by the public authorities of Member States of responsibility for ensuring by all appropriate means that children, the citizens and workers of the future, are brought into the world and grow up under conditions which afford opportunities for proper physical, mental and moral development and for training for a useful employment or career; and

Whereas, although the war and the abnormal living conditions resulting from it have greatly aggravated some of the social problems relating to children and young workers, many of these problems are of a permanent character and require the adoption of co-ordinated measures, in order to improve the social conditions on which the well-being of children and young persons depends; and

Whereas the reconstruction period, during which all democratic nations will seek to restore and improve their instruments of social progress, affords a unique opportunity of reviewing the work already accomplished under the auspices of the International Labour Organization for the benefit of childhood and youth and of drawing up for the future a comprehensive policy by formulating the general principles to be followed in order to achieve these ends within the framework of the fundamental objectives of the International Labour Organization;

The General Conference to the International Labour Organization, meeting in its Twenty-Seventh Session in Paris, this 4th day of November, 1945, hereby adopts the present resolution concerning the protection of children and young workers.

I. GENERAL PRINCIPLE

1. The Conference, conscious of its obligation to further the material and spiritual advancement of working people everywhere, reaffirms its conviction that in order to develop to the fullest extent the capacities of the workers and citizens of the future it is necessary that Governments, whilst encouraging the fullest discharge of individual and family obligations, should

accept responsibility for assuring the health, welfare and education of all children and young persons and the protection of all youthful workers of either sex, regardless of race, creed, colour or family circumstances, both by national action and by appropriate measures of international co-operation.

2. The Conference recognizes that questions relating to the health, education, employment, protection and general welfare of children and young persons are inter-related, and cannot be solved in isolation.

3. The Conference further recognizes that certain of the matters dealt with in this resolution will be primarily the responsibility of other inter-governmental agencies, either existing or projected, and expresses the hope that such agencies will carefully consider the views which are stated in the resolution.

II. GENERAL SOCIAL PROTECTION OF CHILDREN AND YOUNG PERSONS

4. The Conference affirms its deep interest in the furtherance among the nations of the world of programs which will make possible the complete abolition of child labour by providing for every child proper maintenance and such conditions of life as will foster the talents and aptitudes of the child and his full development as a citizen and worker.

A. Maintenance

5. All necessary measures should be taken to assure the material well-being of children and young persons by:

- (a) the adoption by Members of policies calculated to secure full employment;
- (b) the provision of a living wage for all employed persons sufficient to maintain the family at an adequate standard of living;
- (c) relieving the financial pressure on the family by such measures as subsidized housing suitable for family life, supplementary feeding for children and other social services, family allowances and tax concessions, thereby redistributing the cost of maintenance of children;
- (d) appropriate provision for family responsibilities under national income security schemes, based on the guiding principles and suggestions for application set forth in the Income Security Recommendation, 1944, and including more particularly:
 - (i) the provision under insurance schemes of supplementary allowances for dependent children designed to meet contingencies and emergencies which destroy or impair the wage earner's ability to provide a livelihood for his children, and of maternity allowances;
 - (ii) the provision of similar allowances under other income security schemes; and
 - (iii) general measures of social assistance to secure the well-being of dependent children and young persons;

- (e) service through which homeless normal children and young persons if not placed in private homes, are cared for in circumstances approximating to home life as closely as possible, in order to place such children on an equal footing with other children of their age, as regards well-being, health care, and general and vocational education suited to their aptitudes.

B. Health and Social Protection

6. In order to safeguard the general health and well-being of all children and young persons, the following services and facilities should be provided as a minimum:

Medical Care and Health Services:

- (a) medical care services, curative and preventive, for pregnant women, infants, children of pre-school age and school age, and young workers, developed in the light of the special needs of urban and rural communities and organized in accordance with the principles set forth in the Medical Care Recommendation, 1944;
- (b) general health services for maintaining and improving the health of children and young persons, including, for example, services providing adequate food for pregnant and nursing mothers, infants and school children, instruction in elementary nutrition and hygiene, physical culture, and holidays in the country, and provision, where necessary, for children requiring such services as home help and day nursery care;
- (c) special mental hygiene services assuring children and young persons expert guidance to prevent or assist in correcting mental ill-health and to aid in normal adjustment to family, school and vocation;

Social Services:

- (d) the encouragement of the organization of facilities for leisure-time activities adapted to different age groups and the encouragement of youth organizations, for the purpose of promoting the physical, intellectual and moral development and public spirit of children and young persons;
- (e) measures to protect children and young persons from moral or physical neglect and harmful influences;
- (f) the services and institutions necessary to ensure the legal protection, proper care and re-education of children and young persons with special handicaps or adjustment problems, including those who require care away from their own home, with a view to helping them to become socially adjusted and useful members of the community.

III. EDUCATIONAL OPPORTUNITIES

7. The Conference reaffirms the conviction expressed in the Declaration of Philadelphia that the assurance of equality of educational opportunity is a necessary condition for equality of vocational opportunity.

A. General Education and Vocational Guidance

8. All children and young persons should be provided free of charge with general education which should be of a standard and duration permitting adequate physical, intellectual and moral development.

9. (1) Pre-school education should be accessible to all children without being compulsory as soon as possible and as far as practicable.

(2) School attendance should be compulsory up to an age not lower than 16 years in all countries as soon as circumstances permit and should in all cases be compulsory up to the general minimum age for admission to employment; the school leaving age should be raised progressively at the same rate as the minimum age for admission to employment, in accordance with the provisions of paragraph 19 (2) below.

10. Effective access to suitable education should be guaranteed through:

(a) Provisions to make educational facilities universally accessible, especially:

- (i) the establishment of a sufficient number of schools of varied types with adequate and qualified teaching staffs;
 - (ii) measures to facilitate school attendance by children and young people who live at a distance from centres of population by such means as group transportation and boarding schools; and
 - (iii) the assignment of a high priority to public works for the establishment, restoration or improvement of educational facilities.
- (b) the provision of instruction designed to meet among other purposes the actual needs of children and adolescents and of facilities to enable each child to receive the kind of education best suited to his age and aptitudes taking into account:
- (i) special circumstances among various elements of the population;
 - (ii) special needs of children whose schooling has been retarded or interrupted; and
 - (iii) special problems of children with physical and mental handicaps, who need rehabilitation for a useful life.

11. The vocational interests of children and young persons should be fostered and their selection of an employment or career guided through:

- (a) programs for pre-vocational preparation which are destined to develop an idea of, taste for and esteem for work and are consistent with the purposes of general education, according to the principles laid down in Part III of the Vocational Training Recommendation, 1939;
- (b) free vocational guidance services, offered through the school or the employment service and available to all adolescents during their years of school attendance and at the time when they leave school, the use of such facilities being encouraged as the best means of helping young persons to choose suitable careers, in keeping with the provisions of paragraph 37 (b) of the Unemployment (Young Persons) Recommendation, 1935, and of paragraph 32 (1) of the Employment (Transition from War to Peace) Recommendation, 1944.

12. The continued education of young persons should be required until they reach the age of eighteen; in accordance with the principles laid down in paragraph 8 of the Unemployment (Young Persons) Recommendation, 1935, through supplementary courses designed principally to promote general education but also providing general training for occupational activity and

organized on a part-time basis for employed young persons in conformity with the conditions laid down in paragraph 25 (b) below.

13. Young persons who can benefit thereby should be encouraged to continue their full-time education in secondary and technical schools beyond the compulsory school leaving age, in accordance with the principle laid down in paragraph 7 (1) of the Unemployment (Young Persons) Recommendation, 1935.

14. In order to promote the development of the child, schools should co-operate closely with parents and with institutions and agencies interested in the welfare of children and young persons or in their occupational career.

B. Technical and Vocational Training

15. (1) In order that young persons may obtain the knowledge necessary for carrying on the occupation in which they intend to engage and to maintain the supply of trained workers, technical and vocational training opportunities should be provided by means of:

- (a) free technical and vocational schools and courses, organized in the manner defined in the Vocational Training Recommendation, 1939, and the Vocational Education (Agriculture) Recommendation, 1921, which make available programs adapted to the economic requirements of each region or locality and of the country as a whole and provide young persons with adequate technical or trade knowledge;
- (b) part-time supplementary courses organized in the manner defined in paragraph 12 of the Vocational Training Recommendation, 1939, which provide for all young workers, whether or not they have received vocational training before entering employment, the opportunity of extending their technical and trade knowledge; these courses might form part of the compulsory continued education provided for above in paragraph 12 for young persons under the age of eighteen, and could be made available to all young persons over eighteen who wish to attend them in order to obtain a better post; provided that nothing in this paragraph shall be construed as prejudicing the general educational character of continued education.

(2) Young workers who are obliged to attend part-time technical and vocational training should be protected by Workmen's Compensation against accident during the course of such training.

C. Economic Assistance

16. (1) Economic assistance should be provided, to aid in raising the school leaving age, to facilitate compulsory school attendance and effectively to assure equal access to all stages of technical, vocational and higher education, in accordance with the principles laid down in paragraphs 1, 5 and 7 (2) of the Unemployment (Young Persons) Recommendation, 1935, in paragraph 6 of the Vocational Training Recommendation, 1939, and paragraphs 30 (2) and 31 of the Employment (Transition from War to Peace) Recommendation, 1944.

(2) This assistance should consist, as circumstances and needs may require, of:

- (a) the free use of text books and other materials and school equipment;
- (b) free or low-cost meals;

- (c) free or reduced-cost transportation; and
- (d) maintenance allowances during the period of compulsory education and student-aid to enable young persons to continue, subject to proof of merit, their vocational technical or higher education beyond the compulsory period.

D. Apprenticeship and In-Plant Training

17. (1) Special consideration should be given to the development of apprenticeship for young workers and in particular to measures for making apprenticeship fully effective in accordance with the principles laid down in the Apprenticeship Recommendation, 1939, and in paragraph 33 of the Employment (Transition from War to Peace) Recommendation, 1944, with a view to ensuring sustained improvement in the standards and methods of apprenticeship and the widening of the responsibilities of public authorities in this field.

(2) Special efforts should be made, in collaboration with employers' and workers' organizations, to develop systematic arrangements for ensuring, in accordance with paragraph 34 of the Employment (Transition from War to Peace) Recommendation, 1944, that all young workers employed in any undertaking have an opportunity to acquire a specialized technical training or to improve their skill and to acquaint themselves with the operations of the undertaking as a whole.

IV. ADMISSION TO EMPLOYMENT

A. Regulation of Minimum Age

18. The Conference reaffirms its duty to promote the abolition of child labour, and, convinced that it is in the best interests of children in order to assure an adequate preparation for their future to fix the minimum age for admission to employment as high as possible for all categories of employment:

(a) invites all Members to ratify as soon as possible either the four Conventions fixing at 14 years the minimum age of admission to industrial employment, employment at sea, non-industrial employment and employment in agriculture or preferably, as regards the first three categories of employment, the revised Conventions in which the minimum age for industrial employment, employment at sea, and non-industrial employment is raised to fifteen years; and

(b) urges them to take as their objective the gradual raising to sixteen years of the minimum age of admission to employment.

19. (1) When regulating the minimum age of admission, consideration should be given to the following principles, as an appropriate basis of regulation.

(2) The gradual raising of the minimum age should be accompanied, at each successive stage, by simultaneous measures for assuring the maintenance of children in accordance with the provisions of paragraph 5 above and for organizing compulsory education until at least the same age, in accordance with the provisions of paragraphs 9 (2) and 10 above.

(3) So far as possible the minimum age should be fixed simultaneously at the same level for the various categories of occupations and especially for industrial and non-industrial employments carried on mainly in urban areas in order to avoid the risk that application of stricter rules to industrial employments may induce younger children to enter employments which are inadequately regulated and in which they will therefore receive less protection.

(4) Attention should be given to regulating the admission of a child to domestic service outside of his own family in the same way as to other non-industrial occupations in accordance with the provisions of the Minimum Age (Non-Industrial Employment) Conventions, 1932 and 1937; special efforts should be made to eliminate forms of employment involving the placing of children in, or their transfer on a basis of quasi-adoption to, the family of an employer where they work for maintenance.

(5) The employment of children of school age should be carefully regulated to prevent interference with schooling and to ensure full opportunity for study, recreation and rest, with due regard for the following standards:

(a) no child of school age should be allowed to work during school hours, whether on his own account for his parents, or for an employer;

(b) exemptions permitting the employment of children of school age outside school hours should be eliminated as soon as possible and pending such elimination should be strictly limited in accordance with the following provisions:

(i) as regards the nature of the employment, such exceptions should be granted only for light agricultural employment or for non-industrial employments which are clearly unobjectionable;

(ii) as regards the number of hours and other conditions under which employment might be authorized by the competent authority, so that it is not harmful to the health or normal development of the child and is not such as to prejudice his attendance at school or capacity to benefit from instruction there given, in accordance with the provisions of Article 3 of the Minimum Age (Non-Industrial Employment) Conventions, 1932 and 1937;

(iii) as regards age, exemption should be granted only in respect of children who are not more than two years below the minimum age of admission to employment.

(6) In order to ensure the effective application of the regulations concerning the minimum age of admission to employment, documentary proof of age should be required before any child or young person is permitted to enter employment; such proof of age should:

(a) be furnished by means of a birth certificate issued free of charge for the purpose or, where the system of birth registration is inadequate, by means of other recognized types of documentary evidence or by medical examination;

(b) be recorded in documents to be kept by the employer or the young worker in his possession in order to prove his compliance with the law.

(7) The regulations concerning the minimum age for admission to employment which are already applicable to certain categories of family undertakings in accordance with the Minimum Age (Agriculture) Convention, 1921, the Minimum Age (Non-Industrial Employment) Conventions, 1932 and 1937, and the Minimum Age (Industry) (Revised) Convention, 1937, should be extended to all family undertakings in the spirit of the Minimum Age (Family Undertakings) Recommendation, 1937.

(8) For those occupations which, by their nature or the circumstances in which they are carried on, are dangerous to the life, health or morals of the children and young persons employed therein an age higher than the general minimum age should be fixed in accordance with the provisions of the Minimum Age (Industry) (Revised) Convention, 1937, and the Minimum Age (Non-Industrial Employment) Convention, 1932 and 1937; in fixing this age it would be advisable:

(a) to fix the minimum age for the admission of young persons to employment as trimmers and stokers on vessels at not less than eighteen years in accordance with the provisions of the Minimum Age (Trimmers and Stokers) Convention, 1921;

(b) to fix the minimum age for the admission of young persons to employments liable to cause lead poisoning at not less than eighteen years, in accordance with the provisions of the White Lead (Painting) Convention, 1921, and the Lead Poisoning (Women and Children) Recommendation, 1919;

(c) to adjust the minimum age for other hazardous occupations to the seriousness of the physical or moral risks for young workers in each occupation, so as to afford them adequate protection, with an ultimate goal of at least eighteen years;

(d) to prohibit or to lay down conditions safeguarding the entry of young persons below the age of eighteen into occupations bringing them into contact with the public such as certain of those in the hotel industry which may be blind-alley occupations and may involve moral risks;

(e) to consider carefully the risks involved for children or young persons in the carrying on of certain types of itinerant trading and similar occupations in the streets or in places to which the public have access, in order to fix an appropriate minimum age of admission for these employments as required by the Minimum Age (Non-Industrial Employment) Conventions, 1932 and 1937.

B. Authorization for Employment or Work

20. As the conditions under which a child or young person enters employment may have a lasting effect on his future, entry into employment should be subject to the following safeguards:

(a) the consent of the parents or guardian of the minor should be required for the entry into employment of a child or young person under the age of sixteen years;

(b) the entry into employment of children and young persons under the age of eighteen years should be subject to the written authorization of an appropriate authority responsible for verifying:

(i) that satisfactory proof has been furnished that the child or young person seeking employment has reached the minimum age for the occupation in which he is to be engaged;

(ii) that the child or young person has been found fit for the said employment by a medical examination made free of charge to the child or young person by a doctor approved by the competent authority, in accordance

with the provisions already laid down for employment at sea by the Medical Examination of Young Persons (Sea) Convention, 1921, or in a comparable manner in the case of employment in other categories of occupations;

- (iii) that the child has received adequate schooling in conformity with the law and all appropriate measures are being taken to make up any educational deficiencies;
- (c) the competent authority should have the power to lay down in the work permit special conditions, in conformity with the law, taking into consideration both the health of the child or adolescent as determined by the medical examination, and the nature of the employment; the permit should be renewed at intervals and, in any case, at every change of employment;
- (d) should local conditions make it impossible to raise to eighteen years the age of admission to itinerant trading or similar occupations in the streets or in places to which the public have access, the carrying on of such trades or occupations by a child or young person under eighteen years of age, whether for an employer, for his parents or on his own account, should be subject to the procuring of a special permit and to the wearing of a badge, as provided for by the Minimum Age (Non-Industrial Employment) Recommendation, 1932.

C. Juvenile Placement

21. (1) In order that young persons may be placed in the employment where they can best utilize their aptitudes and resources, gain a good livelihood and enjoy personal satisfaction in their work, the employment service in each country should provide special arrangements for the placing of juveniles, directly or in co-operation with other appropriate agencies in accordance with a co-ordinated program under the leadership of the employment service; the chief purposes of these arrangements should be:

- (a) to offer to young persons who are seeking employment, or who wish to change from one employment to another, free vocational guidance which would take into account their special aptitudes, the general economic situation and existing employment possibilities and which would supplement the guidance which these young persons received at school in the course or at the end of their studies, as provided for by paragraph 11 (b) above, close collaboration being maintained with educational authorities for this purpose;
 - (b) to place them in employment or help them to change their employment;
 - (c) to maintain contact with the young workers who have been placed by the service in order to give them the opportunity of discussing their problems with experienced advisers and to help them to solve these problems.
- (2) This employment service should be entrusted to a special staff and advised by bodies composed of representatives of other public authorities, of employers, of trade unions and of young workers.

22. Suitable work opportunities should be provided for young persons either in private employment or in public works programs. In applying the policy of timing public works

provided for in the Public Works (National Planning) Recommendation, 1937, consideration should be given to the possibility of including works which will give employment to young workers in accordance with paragraph 6 of that Recommendation.

D. Liability to Social Insurance or Social Security Schemes

23. (1) In order that young workers may obtain income security as soon as possible, apart from any indirect claim which certain young workers might possess as dependents of either an insured person or a person entitled to social security benefits, young persons should be compulsorily included under social insurance or social security schemes on entering employment.

(2) In the case of apprentices who receive no remuneration:

- (a) the benefits of a sickness insurance or social security medical care service should be available at once without payment of contributions by the apprentice;
- (b) the compensation for employment injuries should, as from the date at which they would have completed their apprenticeship for their trade, be based on the wages current for workers in that trade, according to paragraph 20 (2) of the Income Security Recommendation, 1944.

(3) Young persons employed for remuneration and apprentices receiving no remuneration who become invalids at a time when they are not yet entitled to social insurance or social security benefits sufficient for their needs should be entitled to maintenance allowances through social assistance, in accordance with paragraph 29 of the Income Security Recommendation, 1944.

(4) Workmen's compensation should be payable in respect of any occupational accident occurring to a child illegally employed; in such cases the employer should be liable for the payment of additional compensation.

V. PROTECTION OF YOUNG WORKERS

24. The Conference reaffirms its obligation to lay down international standards for the protection of young workers with the object of extending and improving the protection of such workers in all types of occupation.

A. Hours of Work

25. In order to restrict the working hours of children and young persons within limits compatible with the maintenance of their health and with their recreational and educational needs, there should be:

- (a) strict regulation of the daily and weekly hours of work, with due regard for the varying needs of young people at different ages: efforts to reduce, in so far as may be practicable, the working week of young persons and children not attending school, to not more than 40 hours.
- (b) suitable arrangements during working hours permitting young workers to attend the continuation courses of general or technical education provided for in paragraph 12 above until they attain the age of eighteen years at least, an appropriate maximum being fixed by legislation for the aggregate hours of school and work and an appropriate minimum for the

number of hours during which young workers should be released in every day, week, month or year for attending school, these hours being preferably paid as working time.

B. Night Work

26. In order to protect all young workers under eighteen from the adverse effects of night work, which include undue fatigue and interference with the time normally free for recreational and cultural activities, measures should be taken:

- (a) to prohibit night work in industrial employment, at least to the extent to which such work is prohibited by the provisions of the Night Work (Young Persons) Convention, 1919, which requires a rest period of at least eleven consecutive hours including the interval between ten o'clock in the evening and five o'clock in the morning for young workers under eighteen years of age; with additional limitations for children and young persons below the age of sixteen years to cover a consecutive rest period of at least twelve hours; and to undertake a thorough examination of the cases in which night work is authorized for young persons over sixteen for continuous processes in prescribed industries in order to limit such exceptions to the indispensable minimum and to eliminate them so far as possible.
- (b) to prohibit night work in agricultural undertakings by requiring rest periods not shorter than those provided for in the Night Work of Children and Young Persons (Agriculture) Recommendations, 1921; and
- (c) to prohibit night work in non-industrial occupations in a manner which is adapted to the conditions and takes into account the special risks involved in non-industrial night work for children and young persons of different age groups.

C. Rest Periods and Holidays

27. In order that all young workers may enjoy daily breaks, weekly rest periods and annual holidays of sufficient duration to restore the loss of physical and mental energy resulting from continued employment, young persons under eighteen years of age, irrespective of occupation, should be assured:

- (a) regular breaks during working hours and a rest period of a fixed minimum length allowing sufficient time for a meal in the middle of the working period;
- (b) a weekly rest period in every week without exception which should whenever possible be of 36 hours and should in all cases include 24 consecutive hours; the rest period should normally include Sunday or the day established by the traditions or customs of the country or district and the substitution of another day for the weekly rest should be limited to cases in which such substitution is authorized by the competent authority as being in the public interest and should be authorized only on condition that a longer compensatory rest period is granted;
- (c) annual holidays with pay, of a minimum duration of:
 - (i) twelve working days per year taken in a single period for all young workers and apprentices under eight-

een years of age in accordance with the principle already established for young workers and apprentices under sixteen years of age in industry and commerce by Article 2 (2) of the Holidays with Pay Convention, 1936, except that the one year period of service therein referred to need not be continuous; and

- (ii) eighteen working days per year for young workers engaged in particularly unhealthy or exacting occupations.

D. Industrial Safety and Hygiene.

28. Without prejudice to the fixing of a higher age of admission for certain occupations especially hazardous to life and health, as provided for in paragraph 19 (8) above, special conditions of employment should be prescribed for children and young persons engaged in occupations which involve special hazards to the health and safety of the young worker; to this end measures should be taken:

- (a) to arrange for the inclusion in the curricula of elementary schools and continuation courses of lessons in accident prevention and first aid to give systematic instruction in accident prevention in vocational schools of all grades as recommended in paragraph 13 of the Prevention of Industrial Accidents Recommendation, 1929, and in the Vocational Education (Building) Recommendation, 1937;
- (b) to make employers responsible for providing for young workers training in safety methods and supervision, by the following means:
 - (i) information on the general arrangements in the undertaking for preventing accidents and promoting safety;
 - (ii) explanation of the possible dangers of the work, or the machinery or plant connected with the work, and precise training in the use of machines and tools so as to ensure that the young worker knows how to work safely before he is permitted to start on the job;
 - (iii) experienced supervision to inculcate safe working habits and ensure that the young worker uses guards and protective equipment correctly, avoids work postures likely to cause physical deformation, and observes all safety rules and practices; and
 - (iv) enforcement of particularly rigorous measures of hygiene in work places where there is a danger of industrial poisoning or disease;
- (c) to fix shorter working hours or provide more frequent breaks for young persons engaged in exacting occupations;
- (d) to require a renewal of medical examinations at shorter intervals in the case of young persons engaged in occupations which are unhealthy or exacting.

E. Moving of Loads.

29. In order to protect young workers from exertion beyond their physical strength, the lifting, carrying, drawing or pushing of loads which are unreasonably heavy in view of the age and sex of the child or young person should be prevented by:

- (a) prescribing the maximum weight of loads which a young worker may move or carry by his own efforts, having re-

gard to the age and sex of the worker and to the conditions in which the work is done, as for example, the characteristics of the load, temperature and ventilation of work place, the distance covered, the gradients climbed, the heights at which the load is picked up and deposited, the technical method of transport, the frequency and length of the exertion and the physical development of the worker in relation to the weight of the load;

- (b) prohibiting the employment of children and young persons in work which consists essentially in carrying heavy loads; and
- (c) promoting the use of mechanical devices to reduce the physical effort required in moving loads and of safe methods of lifting loads.

F. Wages.

30. Provisions with reference to wages paid to young workers should have the objective of assuring that they are paid wages commensurate with the work performed, observing wherever possible the principle of equal pay for comparable jobs. Provisions should be made for inexperienced young workers through learners' rates when substantial periods of learning are required and through apprenticeship programs. Wherever the arrangements normally made by means of collective bargaining are not effective, special efforts should be made to assure:

- (a) the payment to apprentices of fair and reasonable rates of compensation for productive labour performed as a part of training and the inclusion in apprenticeship contracts of provisions regarding the method of determining remuneration and the scale of increase of remuneration during the apprenticeship, in accordance with the provisions of paragraph 4 (1) of the Apprenticeship Recommendation, 1939;
- (b) the application of the following principles where the wage rates for young workers not employed under apprenticeship are customarily fixed separately from those of adults:
 - (i) responsibility for fixing the rates should be entrusted to joint wages boards or to other suitable bodies on which the interests of the employer and worker are represented; and
 - (ii) the rates should be fixed in the light of educational requirements, experience, job content and the average output of young workers, with provision for successive increases in minimum wage rates commensurate with the average time needed to gain proficiency, and without prejudice to the principle of equal pay for equal work. Where remuneration is based on output, special safeguards against overstrain should be introduced.

G. Board and Lodging

31. In order to assure proper living conditions for young workers who are away from home for the purpose of vocational training or employment, provision should be made for:

- (a) fixing proper standards of sanitation, comfort, moral decency and adequate nutrition to be complied with when an employer furnishes board and lodging to a young worker or apprentice and making an appropriate authority responsible for ensuring that these standards are respected;
- (b) satisfactory living quarters and meals for young workers living away from home whose employers do not supply board and lodging, if necessary by encouraging the establishment of hostels or by establishing them.

H. Methods of Supervision

32. In order that the regulation of the employment of children and young persons may be fully effective, appropriate methods of supervision, including the following, should be established:

- (a) labour inspectors should be specially trained so that they will pay particular attention to the working conditions of children and young persons and will supplement legal measures with practical advice regarding the application of the measures to particular cases; special training should also be provided for vocational guidance counsellors and placement personnel;
- (b) supervisory authorities should be assigned, within limits carefully defined by law, authority to suspend employment or to modify conditions of employment which might be injurious to young workers;
- (c) there should be close collaboration between the employment and labour inspection services, the public medical and social services and the appropriate departments of undertakings in supervising the employment conditions of young workers, in a combined effort to obtain for children and young persons suitable job assignments;
- (d) joint supervision by the employment and social service authorities of the working and living conditions of young persons employed in private households or institutions;
- (e) arrangements should be made to obtain the full co-operation of local and educational authorities and of private and public social agencies with labour inspectors in order to supervise employment in street trading and similar occupations; and
- (f) employers should be required to facilitate the task of inspectors by placing at their disposal the special register provided for in the Minimum Age (Industry) Conventions, 1919 and 1937, and in the Minimum Age (Non-Industrial Employment) (Revised) Convention 1937, and all other useful documents which give precise information on children and young persons in their employment and on the conditions under which they are employed.

I. Right of Association

33. Young workers should have the same freedom as adults to join the trade union of their own choosing as from their entry to employment.

VI. ADMINISTRATION OF PROTECTIVE POLICIES

34. The Conference considers that an adequate and co-ordinated framework of law and administration is essential for the application by Governments of the broad social policies necessary for the full protection of children and young persons and that, for this purpose, it is necessary:

- (a) to draw up the laws and regulations proposed above in a co-ordinated manner so as to cover all the problems and revise them periodically so as to ensure consistency and progressively harmonize statutory provisions with current trends;
- (b) to organize competent, specialized services to administer the proposed social programs, and provide these services with the requisite authority, sufficient resources and adequate, professionally qualified personnel;
- (c) to put into execution the various parts of the unified national program, as defined above, in an integrated manner through satisfactory methods of co-ordination suited to the administrative structure in each country;
- (d) to ensure by approximate means a guiding policy in the protection of children and young persons so that the programs relating to each problem may be continually revised and improved with a thorough understanding of their total needs;

- (e) to stimulate the interest and obtain the support and participation of the general public as well as appropriate organized movements, and especially youth movements with social aims, in order to achieve a complete realization of these protective policies.

VII. COLLABORATION ON AN INTERNATIONAL BASIS

35. The Conference, realizing that the problems of children and young persons may be considered from many different angles and that other international bodies interested in certain aspects of these problems already exist or may be established, declares its conviction that the fullest collaboration between all the international bodies concerned is desirable in order to secure:

- (a) the exchange of information and the sharing of experience and technical knowledge so that each body may obtain a more comprehensive outlook on the needs of children and young persons;
- (b) co-ordinated action so that, by utilizing to the greatest possible extent the respective means of international action, the progress of institutions and social measures for the well-being of children and young persons may be better assured.

Resolution concerning the Youth of Liberated Countries

Whereas the Conference, at its Twenty-sixth Session in 1944, expressed the hope that the United Nations and other Members of the Organization will unite in their efforts to promote in every way the economic and social recovery of all the countries sorely tried by enemy occupation and the devastation of war, and asserted the determination of the International Labour Organization to associate its endeavours with the concerted will of the oppressed nations for the purpose of rebuilding their social life according to principles of international solidarity and of respect for fundamental spiritual and human values;

Whereas victory has now been achieved and the liberation of the countries which suffered occupation is now an accomplished fact;

Whereas millions of children have died under enemy oppression and millions of others face a seriously compromised future since, in each of the occupied countries, countless numbers of children and young people have suffered from under-nourishment and neglect, from the loss of parents, friends and homes, from the horrors of concentration camps and the slavery of labour camps, from the complete lack of opportunities for educational, social and cultural development, or, uprooted from their own countries, have lost their nationality and even their identity;

Whereas it is a universally recognized principle that children and youth constitute the first claim upon the services of relief and reconstruction;

The Conference, mindful of the sufferings and the heroic achievements of youth on the battlefield and in resistance movements and convinced that the speedy reconstruction of

liberated countries is indispensable to the future security and happiness of all free peoples, hereby adopts the following resolution:

I

It is the earnest hope of the Conference that the nations of the world which are able to do so and in particular those which have escaped the ordeal of occupation by the enemy will continue to give as long as necessary full material and moral support to the task of reconstructing the liberated countries of Europe and will give similar assistance to the countries of Asia which have also now been liberated, in order that the collaboration of all free and united nations in this stupendous task may manifest their spiritual solidarity, their common ideals and their mutual economic and social dependence.

II

Bearing in mind the Declaration made at its Twenty-sixth Session in 1944 by the delegations of the occupied countries in Europe which intimated that "the first task, and the most urgent, will be to improve nutrition, to provide medical aid and to distribute medicines", the Conference:

- (a) expresses its satisfaction that several Members with relatively abundant food supplies have decided to continue food rationing and have even curtailed food consumption, or have adopted other measures, in order to supply food to the populations of devastated countries, and especially to the children in these countries and looks forward to the maintenance and extension of this policy as long as circumstances so require;

- (b) renews the appeal made in 1944 in the Employment (Transition from War to Peace) Recommendation to the spirit of co-operation of Members, in order that, when requested, they may supply to the liberated countries technical and material aid for the prompt re-establishment of medical care and general health services so that the populations in these countries, especially youth, may speedily recover their vitality.

III

The Conference, recognizing that other international organizations are endeavouring, within the limits of their resources, to assist liberated countries in restoring educational facilities, expresses the hope that comparable assistance will continue to be made available to these countries for the complete reconstruction of all educational and social institutions which serve the interests of childhood and youth so that educational losses may be rapidly overcome and so that the youth of these countries may soon be placed in conditions which permit vocational training and normal cultural development.

Resolution including the question of the Protection of Children and Young Workers on the Agenda of the next General Session of the Conference

The Conference decides to include in the agenda of its next General Session the following question:

Protection of children and young workers:

(a) Medical examination for fitness for employment (young workers).

(b) Restriction of night work of children and young persons (non-industrial occupations).

Resolution concerning the Extension to Agriculture of Medical Examination for fitness of Employment of Children and Young Persons

The Conference requests the Governing Body to examine the possibility of placing on the agenda of an early Session of the International Labour Conference the question of the extension

to agriculture of medical examination for fitness for employment of children and young persons under the age of 18 years.

Resolution concerning the revision of the Night Work (Young Persons) Convention, 1919

The Conference requests the Governing Body to examine the possibility of placing on the agenda of an early and, if possible, the next

Session of the International Labour Conference the question of the revision of the Night Work (Young Persons) Convention, 1919.

Resolution concerning the Regulation of the Underground Work of Young Persons in Mines

The Conference requests the Governing Body to place on the agenda of an early and, if possible, the next Session of the International

Labour Conference the question of regulating the underground work of young persons in mines.

Resolution concerning the Setting Up of an Advisory Committee on Juvenile Work

In order that the work of the Twenty-seventh Session of the International Labour Conference concerning the protection of children and young workers may have the most fruitful results and in order to hasten the application of the prin-

ciples stated in the resolution on this question, the Conference requests the Governing Body to set up an advisory committee for studying the problems of young workers.

IV

For displaced children and young persons who are homeless, stateless, orphaned or separated from their families, measures for registration, identification, location of relatives and repatriation are of the first importance, and it is the hope of the Conference that the Members will give every possible assistance, through national and international means, to obtain for these children and young persons the necessary care and to ensure that questions relating to their nationality and citizenship should be settled in a spirit of generosity and with a view to their future welfare.

V

The Conference, realizing that reconstruction is viewed by liberated countries not only as a mere emergency task, but also in terms of lasting social progress, invites these countries, when they frame and administer their programs of social reconstruction, to take into account the international standards which the International Labour Organization has formulated in the resolution concerning the protection of children and young workers adopted by the Conference at its present Session.

Instrument for the amendment of the Constitution of the International Labour Organization

The General Conference of the International Labour Organization,

Having been convened at Paris by the Governing Body of the International Labour Office, and having met in its Twenty-seventh Session on 15 October, 1945; and

Having decided upon the adoption without delay of a limited number of amendments to the Constitution of the International Labour Organization designed to deal with problems of immediate urgency, which are included in the fourth item on the agenda of the Session, adopts this fifth day of November of the year 1945, the following instrument embodying amendments to the Constitution of the International Labour Organization, which may be cited as the Constitution of the International Labour Organization Instrument of Amendment, 1945:

Article 1

In the final paragraph of the Preamble to the Constitution of the Organization, the words "Constitution of the International Labour Organization", shall be inserted after the word "following".

Article 2

1. The following paragraph shall be substituted for the present paragraph 2 of Article 1 of the Constitution of the Organization.

2. The Members of the International Labour Organization shall be the States which were Members of the Organization on 1 November, 1945, and such other States as may become Members in pursuance of the provisions of paragraphs 3 and 4 of this Article.

3. Any original Member of the United Nations and any State admitted to membership of the United Nations by a decision of the General Assembly in accordance with the provisions of the Charter may become a Member of the International Labour Organization by communicating to the Director of the International Labour Office its formal acceptance of the obligations of the Constitution of the International Labour Organization.

4. The General Conference of the International Labour Organization may also admit Members to the Organization by a vote concurred in by two-thirds of the delegates attending the Session, including two-thirds of the Government delegates present and voting. Such admission shall take effect on the communication to the Director of the International Labour Office by the Government of the new Member of its formal acceptance of the obligations of the Constitution of the Organization.

5. No Member of the International Labour Organization may withdraw from the Organization without giving notice of its intention so to do to the Director of the International Labour Office. Such notice shall take effect two years after the date of its reception by the Director, subject to the Member having at that time fulfilled all financial obligations arising out of its membership. When a Member has ratified any International Labour Convention, such withdrawal shall not affect the continued validity for the period provided for in the Convention of all obligations arising thereunder or relating thereto.

6. In the event of any State having ceased to be a Member of the Organization, its re-admission to membership shall be governed by the provisions of paragraph 3 or paragraph 4 of this Article as the case may be.

Article 3

The following shall be substituted for the present text of Article 13 of the Constitution of the Organization:

1. The International Labour Organization may make such financial and budgetary arrangements with the United Nations as may appear appropriate.

2. Pending the conclusion of such arrangements or if at any time no such arrangements are in force:

(a) each of the Members will pay the travelling and subsistence expenses of the Delegates and their advisers and of its Representatives attending the meetings of the Conference or the Governing Body, as the case may be;

(b) all the other expenses of the International Labour Office and of the meetings of the Conference or Governing Body shall be paid by the Director of the International Labour Office out of the general funds of the International Labour Organization;

(c) the arrangements for the approval, allocation and collection of the budget of the International Labour Organization shall be determined by the Conference by a two-thirds majority of the votes cast by the delegates present, and shall provide for the approval of the budget and of the arrangements for the allocation of expenses among the Members of the Organization by a Committee of government representatives.

3. The expenses of the International Labour Organization shall be borne by the Members in accordance with the arrangements in force in virtue of paragraph 1 or paragraph 2 (c) of this Article.

4. A Member of the Organization which is in arrears in the payment of its financial contribution to the Organization shall have no vote in the Conference, in the Governing Body, in any Committee, or in elections of members of the Governing Body, if the amount of its arrears equals or exceeds the amount of the contributions due from it for the preceding two full years. The Conference may, nevertheless, permit such a Member to vote if it is satisfied that the failure to pay is due to conditions beyond the control of the Member.

5. The Director of the International Labour Office shall be responsible to the Governing Body for the proper expenditure of the funds of the International Labour Organization.

Article 4

The following shall be substituted for the present text of Article 36 of the Constitution of the Organization:

Amendments to this Constitution which are adopted by the Conference by a majority of two-thirds of the votes cast by the delegates present shall take effect when ratified or accepted by two-thirds of the Members of the

Organization including five of the eight Members which are represented on the Governing Body as Members of chief industrial importance in accordance with the provisions of paragraph 3 of Article 7 of this Constitution.

Article 5

Three copies of this instrument of amendment shall be authenticated by the signature of the President of the Conference and of the Director of the International Labour Office. Of these copies one shall be deposited in the archives of the International Labour Office, one with the Secretary-General of the League of Nations, and one with the Secretary-General of the United Nations. The Director will communicate a certified copy of the instrument to each of the Members of the International Labour Organization.

Article 6

1. The formal ratifications or acceptances of this instrument of amendment shall be communicated to the Director of the International

Labour Office, who shall notify the Members of the Organization of the receipt thereof.

2. This instrument of amendment will come into force in accordance with the existing provisions of Article 36 of the Constitution of the International Labour Organization. If the Council of the League of Nations should cease to exist before this instrument has come into force, it shall come into force on ratification or acceptance by three-quarters of the Members of the Organization.

3. On the coming into force of this instrument, the amendments set forth herein shall take effect as amendments to the Constitution of the International Labour Organization.

4. On the coming into force of this instrument the Director of the International Labour Office shall so notify all the Members of the International Labour Organization, the Secretary-General of the United Nations, and all the States having signed the Charter of the United Nations.

Resolution concerning the Entry into Force of the Instrument of Amendment

The Conference draws the attention of the Members of the Organization to the importance of prompt ratification of the Instrument of Amendment to the Constitution of the Organization adopted by it on 5 November, 1945, as a necessary preliminary to the fuller considera-

tion of constitutional questions at next year's Session of the Conference and ventures to hope that this instrument will have been ratified by all Members of the Organization before the opening of the next general Session of the Conference.

Resolution Concerning the Relationship Between the International Labour Organization and the United Nations

Whereas the Charter of the United Nations proclaims the determination of the peoples of the United Nations to "save succeeding generations from the scourge of war", to "reaffirm faith in fundamental human rights", and in "the dignity and worth of the human person", to "establish conditions under which justice and respect for the obligations arising from treaties and other sources of international law can be maintained", "to promote social progress and better standards of life in larger freedom", and for these ends "to employ international machinery for the promotion of the economic and social advancement of all peoples"; and

Whereas the Charter establishes for the attainment of these ends an international organization to be known as the United Nations and provides that international organizations established by intergovernmental agreement, and having wide international responsibilities, as defined by their basic instruments, in economic, social, cultural, educational, health and related fields, shall be brought into relationship with the United Nations; and

Whereas the Constitution of the International Labour Organization affirms that universal peace can be established only if it is based on social justice, and declares the intention of the High Contracting Parties, moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world, to establish the International Labour Organization as a permanent organization for the promotion of social justice; and

Whereas the Conference of the International Labour Organization meeting at New York, on November 4, 1941, unanimously declared the victory of the free peoples in the war against

totalitarian aggression to be an indispensable condition of the attainment of the ideals of the International Labour Organization; and

Whereas the Declaration of Philadelphia, which was unanimously adopted by the General Conference of the International Labour Organization meeting in its Twenty-sixth Session at Philadelphia on May 10, 1944, "recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programmes which will achieve", among other ends, "full employment and the raising of standards of living", and "pledges the full co-operation of the International Labour Organization with such international bodies as may be entrusted with a share of the responsibility" for "the fuller and broader utilization of the world's productive resources necessary for the achievement of these objectives" and for "the promotion of the health, education and well-being of all peoples"; and

Whereas the Governing Body of the International Labour Office, meeting in London in its Ninety-fourth Session, adopted unanimously on January 25, 1945, a statement affirming "the desire of the International Labour Organization for association with the general international organization then contemplated"; and

Whereas this statement was conveyed by the International Labour Organization to the United Nations Conference on International Organization at San Francisco; and

Whereas the Governing Body of the International Labour Office has expressed its desire that all the Members of the United Nations should be associated with the work of the International Labour Organization,

The General Conference of the International Labour Organization:

1. Welcomes the entry into force of the Charter of the United Nations and pledges the full co-operation of the International Labour Organization with the United Nations in pursuance of the objectives set forth in the Charter of the United Nations, the Constitution of the International Labour Organization and the Declaration of Philadelphia:

2. Expresses the keen satisfaction of the International Labour Organization that the Charter provides that the United Nations shall promote: (a) higher standards of living, full employment, and conditions of economic and social progress and development; (b) solutions of international economic, social, health, and related problems; and international cultural and educational co-operation; and (c) universal respect for, and observance of, human rights and fundamental freedoms for all without distinction as to race, sex, language, or religion,

and embodies a pledge by all members of the United Nations to take joint and separate action in co-operation with the United Nations for the achievement of these purposes;

3. Confirms the desire of the International Labour Organization to enter into relationship with the United Nations on terms, to be determined by agreement, which will permit the International Labour Organization, in which the representatives of workers and employers enjoy equal status with those of Governments, to co-operate fully for the attainment of these ends, while retaining the authority essential for the discharge of its responsibilities under the Constitution of the Organization and the Declaration of Philadelphia; and

4. Authorizes the Governing Body of the International Labour Office to enter, subject to the approval of the Conference, into such agreements with the appropriate authorities of the United Nations as may be necessary or desirable for this purpose.

Resolution concerning reciprocal relationships between the International Labour Organization and other international bodies

The General Conference of the International Labour Organization,

Welcomes the progress made to assure close collaboration between the International Labour Organization and other public international organizations in pursuance of paragraph 3 of the resolution concerning the Constitution and constitutional practice of the Organization and

its relationship with other international bodies adopted by the Conference at its Twenty-sixth Session, and requests the International Labour Office to continue to take all appropriate steps to develop such collaboration on conditions mutually agreeable to the International Labour Organization and the other organizations concerned.

Resolution concerning the interests of the International Labour Organization in certain properties and other assets of the League of Nations, and the functions and activities of the League of Nations relating to the International Labour Organization

Whereas the Agreement establishing a Preparatory Commission of the United Nations signed at San Francisco on June 26, 1945, provides that the Preparatory Commission shall formulate recommendations concerning the possible transfer of certain functions, activities and assets of the League of Nations which it may be considered desirable to take over on terms to be arranged; and

Whereas the International Labour Organization has certain rights and interests in certain properties and other assets of the League of Nations.

The General Conference of the International Labour Organization:

Authorizes the Governing Body of the International Labour Office to make appropriate arrangements with the League of Nations or with the United Nations in regard to the future ownership, control and use of properties and other assets held by the League of Nations on behalf of the International Labour Organization, and properties and assets in which the International Labour Organization has a partial interest, and to make with the League of Nations or the United Nations such other arrangements concerning the assets of the League of Nations and the functions and activities of the League of Nations relating to the International Labour Organization as may be necessary or desirable.

Resolution Concerning the Place of Meeting of the next General Session of the Conference

The Conference authorizes the Governing Body to decide the place at which the next

General Session of the International Labour Conference will be held.

Resolution Concerning Emergency Arrangements for the Registration of the Ratification of Conventions

Whereas the General Conference of the International Labour Organization adopted at its Twenty-sixth Session on May 12, 1944, a resolution providing that during periods of emergency when, in the judgment of the Governing Body, the efficient operation of the organization of the Office will be advanced thereby and the Governing Body so notifies the Members of the Organization, it shall provide that, supplementary to the procedure of transmission through the Secretary-General of the League of Nations, certain communications shall be transmitted through the Director of the International Labour Office, and the Governing Body, by a decision taken on May 13, 1944, in the course of its Ninety-third Session, decided that this supplementary procedure should be applied immediately; and

Whereas the arrangements to be made for the future discharge of the chancery functions entrusted to the Secretary-General of the League

of Nations by the Constitution of the International Labour Organization and the existing international labour Conventions have been referred to a Working Party for consideration and it is necessary to make provision for the interval which will elapse before the coming into force of the new arrangements:

The General Conference of the International Labour Organization resolves that the arrangements provided for in paragraph 1 of the resolution concerning the Constitution and the constitutional practice of the International Labour Organization adopted by the Conference at its Twenty-sixth Session shall continue to be applied and the Director of the International Labour Office shall preserve as depository communications from Members of the Organization received in pursuance of the said resolution.

Resolution Concerning the Study of Systems of Possession, Ownership and Use of the Land in Dependent Territories

Whereas the International Labour Conference adopted in 1944 and 1945 Recommendations designed to raise economic and social standards in dependent territories; and

Whereas the raising of economic and social standards in many dependent territories is largely determined by their methods of agricultural production and their use of the land;

The Conference:

Expresses the hope that all necessary measures will be taken by the national authorities responsible for dependent territories and, through them, by appropriate organs of the United Nations or "specialized agencies" as defined in Article 57, of the United Nations

Charter, to study the systems of possession, ownership and use of the land in such territories for the fundamental purpose of laying the foundation of a land policy suitable to the conditions which prevail in each territory; and

Requests the Governing Body of the International Labour Office to take all practicable steps to see that the standing Committee on Social Policy in Dependent Territories is informed of the progress of such studies and has the opportunity of lending appropriate assistance to the consideration of land measure calculated to assure the highest practicable standards of living to workers and their families directly dependent upon the agricultural use of the land.

Resolution Concerning the Exchange of Information between the International Labour Office and the Authorities and Organizations of Employers and Workers in Dependent Territories

Whereas special problems may arise in the application to dependent territories of labour legislation, including labour legislation resulting from the decision of the International Labour Conference; and

Whereas the exchange of information between the International Labour Office and the authorities and organizations of employers and workers in dependent territories would be mutually advantageous;

The Conference invites the States Members responsible for dependent territories to take

all such steps as they may deem appropriate to promote the exchange of information between the International Labour Office and the authorities and organizations in the dependent territories for which they are responsible, as, for example, by inviting the International Labour Office to send delegations of the Governing Body or of the Committee on Social Policy in Dependent Territories to acquaint themselves at first hand with conditions in the territories concerned.

Resolution Concerning the Framing of a Draft Convention on Minimum Standards of Social Policy in Dependent Territories

The Twenty-seventh Session of the International Labour Conference,

Having adopted a Recommendation concerning social policy in dependent territories (supplementary provisions) and having in mind the adoption by the Twenty-sixth Session

of the Social Policy in Dependent Territories Recommendation, 1944,

Requests the Governing Body of the International Labour Office to place on the agenda of the next general session of the International Labour Conference the question of—

Minimum standards of social policy in dependent territories (provisions suitable for a Convention), with a view to a first discussion.

It requests the Governing Body to instruct the International Labour Office to proceed to an examination of the provisions of the Social

Policy in Dependent Territories Recommendation, 1944, and the Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945, which might be considered for inclusion in the proposed future Convention.

Resolution Concerning the Study of Demographic Problems

Considering the far-reaching implications of current population trends, and in particular the repercussions of changing rates of population growth on employment opportunities in different industries and occupations, on the general level of employment and living standards, and on the operation and functions of social insurance systems;

The Twenty-seventh Session of the International Labour Conference:

Notes with interest the references to this subject made in the Director's Report, and

Requests the Governing Body to authorize the International Labour Office to continue and develop its studies in this field and to maintain close contact with the bodies concerned with the economic and social aspects of demographic problems.

Resolution Concerning the Use of the Spanish Language

In view of the resolution of the Twenty-sixth Session of the International Labour Conference concerning the possibility of making Spanish an official language of the International Labour Organization,

The Conference

(1) recommends the Governing Body to propose to the next ordinary Session of the Conference the inclusion in the Standing Orders of the Conference of appropriate provisions giving a statutory character to the practice according to which:

(a) official translations into Spanish of speeches and remarks made in other

languages, as well as official translations into other languages of speeches and remarks made in Spanish, are furnished by the Secretariat of the Conference;

(b) all documents of the Conference as well as the stenographic record of the proceedings are published in Spanish in the same way as in English and French;

(2) expresses the hope that the Office will continue and expand the publication in Spanish of technical studies and other documents of a general character.

Resolution adopted by the Committee on the Application of Conventions for consideration by the Committee on Constitutional Questions

Whereas the Committee on Constitutional Questions is examining proposals for remodeling and re-equipping the International Labour Organization; and

Whereas the experience of the Committee on the Application of Conventions has demonstrated that certain obligations of States Members in respect of Conventions and Recommendations as well as certain aspects of the constitutional practice of the Organization in this regard must be clarified or amplified in order to ensure the working of the Organization with increased efficiency.

The Committee on the Application of Conventions submits the following suggestions for consideration by the Committee on Constitutional Questions:

(1) The obligation imposed upon Members by Article 19 (5) of the Constitution should be so clarified as to leave no doubt that the "authority or authorities" to which Conventions and Recommendations must be submitted shall be the national Parliament or other competent legislative authority in each country;

(2) It should be an obligation for Members to present to the International Labour Office reports at regular intervals as requested by the Governing Body on the submission of Conven-

tions and Recommendations to the national legislative authorities as well as on the action taken by them, indicating in case of non-ratification of Conventions or of non-acceptance of Recommendations by the appropriate authorities the reasons therefor in respect of each such Convention or Recommendation;

(3) Members, besides keeping under constant review the question of ratification of Conventions and of acceptance of Recommendations, should be required to submit unratified Conventions and Recommendations which have not been accepted to the appropriate legislative authorities at as frequent intervals as practicable, but in any case at intervals of not more than five years, if no legislation covering the provisions of the Conventions or Recommendations has been enacted or other action taken during this period;

(4) In the case of Conventions which have not been ratified, each of the Members should undertake, without prejudice to the consideration of ratification, to submit to the International Labour Office periodical reports as requested by the Governing Body on any measures taken to make effective in whole or in part the provisions of each such Convention;

(5) Each of the Members should undertake to supply reports to the International Labour Office in the manner prescribed by the Governing Body on the measures which it has taken to give effect to all or any of the provisions of any Recommendation adopted by the Conference;

(6) The annual reports on ratified Conventions provided for in Article 22 of the Constitution, as well as the annual reports on Recommendations referred to in (5) above, must be communicated by the Member for observations to the most representative national organizations of employers and workers before they are submitted to the International Labour Office;

(7) Federal Governments should be consulted on the proposals below and on receipt of their replies the Working Party should at once consider and frame recommendations on them.

The obligation of Members with Federal Constitutions should be defined as follows:

(a) In cases where the competent legislative authority is the federal legislature, the obligations of the Member shall be as indicated in paragraphs 1, 2, 3, 4, 5 and 6 above, and

(b) In the case of Federal States the power of which to give effect to Conventions and Recommendations on labour matters is limited, and where the competent legislatures are those of the Federated States or Provinces, the Governments of the Federal States concerned should:

(i) make (where necessary subject to the concurrence of the State or Provincial Government concerned) effective arrangements for the

reference of Conventions and Recommendations to which such limitations apply to the legislative authorities of those States or Provinces with a view to appropriate action being taken to give effect to such Conventions and Recommendations;

(ii) arrange (subject to the concurrence of the State or Provincial Government concerned) for periodical consultations between the Federal and the State or provincial authorities, in which representatives of the employers' and workers' organizations should participate in an appropriate manner, with a view to promoting co-ordinated action to give effect to the provisions of Conventions and Recommendations to which such limitations apply; and

(iii) make regular reports to the Director of the International Labour Office, as requested by the Governing Body, concerning the action taken by the Federated States and Provinces to give effect to the provisions of Conventions and Recommendations to which such limitations apply; and

(8) The Director of the International Labour Office should be required to communicate in a suitable form the reports received in pursuance of the suggestions contained in this Resolution to the Committee of Experts on the Application of Conventions and to the International Labour Conference. The terms of reference of the Committee of Experts and of the Committee on the Application of Conventions which the Conference sets up at each ordinary Session should be so modified as to enable these Committees to examine and report on the information contained in such reports.

International Maritime Preparatory Technical Conference, Copenhagen

THE International Maritime Preparatory Technical Conference was convened by the International Labour Organization at Copenhagen, Denmark. The opening session took place on November 15, 1945, and the final session was held on December 1, 1945.

While the Conference had full conference status under I.L.O. procedures, its purpose was to produce a series of draft Recommendations and draft Conventions, to go before a final I.L.O. Maritime Conference, to be convened about the middle of 1946. Therefore, nothing decided at the Copenhagen meeting has final force or effect as far as the I.L.O. is concerned, but all matters must again be dealt with at the further conference, which will be held in the city of Seattle, State of Washington, during the month of June, 1946.

The Copenhagen Conference dealt with virtually all phases of employer-employee relations in the shipping industry, including to a degree the general social conditions among seafarers. Matters of the general economics of the shipping industry were thus outside the scope of the Conference.

Items on the Agenda were as follows:

- (a) Wages; Hours of Work on Board Ship; Manning.
- (b) Leave.
- (c) Accommodation on Board Ship.
- (d) Food and Catering.
- (e) Social Insurance.
- (f) Continuous Employment.
- (g) Entry, Training and Promotion of Seafarers.
- (h) Recognition of Seafarers' Organizations.

The Office had prepared a report on each Agenda item, which included in each instance a draft text for consideration, to provide a working basis for the Conference. Exception was taken by some of the delegates to the fact that the booklets and texts were not available further in advance of the Conference than was the case. However, all things considered, it appeared that the I.L.O. had done its best to have the books ready as soon as possible.

The twenty nations among the I.L.O. Member-States regarded as having the chief interest in maritime affairs were represented. These nations comprised: United States of America, Argentine Republic, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Finland, France, United Kingdom of Great

Britain and Northern Ireland, Greece, India, Netherlands, Norway, Poland, Portugal, Sweden, Yugoslavia.

In addition, representatives of the Governing Body were present as follows:

Government Group: Mr. Wilhelm Bjorek (of Denmark), Paymaster-General, Under-Secretary of State, Ministry of Social Affairs.

Employers' Group: Mr. David S. Erulkar (of India).

Workers' Group: Mr. Konrad Nordahl (of Norway), President, Norwegian Confederation of Trade Unions.

Canada's representation was as follows:

Government Delegate: Mr. V. C. Phelan, Director of Information, Department of Labour, Ottawa.

Shipowners' Delegate: Capt. J. Strachan Thomson, O.B.E., D.S.C., Operating Manager and Marine Superintendent, Park Steamship Company, Ltd., Montreal.

Seafarers' Delegate: Mr. J. A. Sullivan, President, Seamen's Union, Ottawa.

The pattern of representation from each member-state was 1-1-1—that is to say, one government member, and one each representing employers and workers. In addition, governments might have advisers attend in respect of any or all of the three groups. Delegations from the several states varied in size, although most of the delegations included one or more advisers. It is interesting to observe that the delegation from the United Kingdom, in addition to the three official delegates, comprised eight government advisers, ten shipowners' advisers and ten seafarers' advisers, this delegation being the largest in attendance from any nation.

At its first session the Conference elected Mr. Gustav Rasmussen, Minister of Foreign Affairs for Denmark, as the Conference Chairman.

Conference Procedure

To determine points of procedure throughout the Conference, a committee known as the General Purposes Committee was set up. On the recommendation of this Committee it was decided that the several Office texts submitted to the Conference by the I.L.O., should be studied and recommended upon by a series

of seven committees. These committees were duly constituted, and were composed as follows:

Wages, Hours and Manning: 16 members from each of the 3 groups.

Leave: 6 members from each of the 3 groups.

Accommodation: 11 members from each of the 3 groups.

Food and Catering: 6 members from each of the 3 groups.

Social Insurance: 8 members from each of the 3 groups.

Continuous Employment: 10 members from each of the 3 groups.

Entry, Training and Promotion: 9 members from each of the 3 groups.

Two additional matters were referred for consideration and report to the General Purposes Committee itself, these being Recognition of Seafarers' Organizations, and the general question of the application of Conventions on the basis of action taken within countries through collective agreements.

Participation of Canadian Government Delegate

The Canadian Government Delegate served on four of the seven committees. At the first meeting of the committee on Wages, Hours and Manning, he was elected chairman. This, the largest of the committees, turned out to have the heaviest agenda of any of them, while moreover the subject-matter to be covered by this committee gave rise to constant debate and differences. Generally speaking, the Canadian Government Delegate supported the proposals which had been worked out in advance of the Conference, and which were submitted by the International Labour Office.

Summary of Decisions Reached

Before proceeding to summarize decisions reached at the Copenhagen Conference, two points will bear repetition:

- (a) All draft Recommendations and Conventions are subject to review and acceptance at the final Conference, to open in Seattle, on June 6, 1946; and
- (b) These proposals would have no application to inland waterways, so that shipping on the Great Lakes is excluded.

In further reference to the Copenhagen decisions, attention may be called to the following points:

- (i) These decisions are not proposed as parts of a single, integrated instrument. Rather they

look to a series of Conventions and Recommendations in relation to the several Agenda items.

(ii) The significance of a series of instruments, rather than a single, integrated instrument, is to be observed in connection with some differences of definition, and differences in ships and maritime personnel proposed for coverage. These variations will be observed from one proposal to another.

(iii) In the case of two items on the Agenda a special provision is included with regard to the coming into force of ratifications of the eventual instrument. In the cases of Leave, and Wages, Hours and Manning, it is provided that a minimum number of Member-States, with a minimum of shipping, must ratify before ratifications become operative. Like provision has not been inserted in reference to the proposals on other Agenda items.

Social Insurance.—Two preliminary texts for Conventions were adopted, one concerning Social Security for Seafarers, the other concerning Seafarers' Pensions. The first text covers all seafarers, and provides for their insurance against sickness, accident, death, unemployment and old age, where industrial workers also enjoy that protection. The second text, that concerning Pensions, provides for alternative pension schemes at different ages, probably on a contributory basis. A draft Recommendation adopted recommends that Member-States should enter into reciprocal agreements one with another, to insure that a seafarer belonging to one country and serving on a ship of another, may either remain within the scope of his own country's schemes for compulsory insurance against unemployment, sickness and industrial injury or for pension, or be covered by the corresponding schemes of the other country.

Food and Catering.—Preliminary texts for two Conventions were adopted, one on Food and Catering and the other on Qualifications of Ship's Cooks. The first provides for the setting up in every Maritime country of a central authority, responsible for promoting a proper standard of food supply and catering service in its sea-going ships. The second lays down the principle that no person should be employed as a ship's cook unless he holds a certificate of qualification.

Leave.—The preliminary text of the Convention concerning Leave refers to officers as well as ratings, and provides for an annual holiday of 1½ working days for each month of service for officers, and one working day for each month for ratings. It is provided that the

Convention would come into force only after ratification by nine of the countries invited to the Preparatory Conference, and that the nine would have to include at least five countries with one million gross register tons of shipping each.

Accommodation.—The preliminary draft adopted on Accommodation covers such matters as ventilation; heating; lighting; sleeping rooms; mess rooms; recreational accommodation; sanitary accommodation; and hospital accommodation. Generally speaking this text would raise minimum standards to the equal of the better class of ships now in service. Provision is made to meet the case of the change-over of facilities in existing ships.

Entry, Training and Promotion.—Preliminary texts for two proposed Conventions were adopted. The one deals with General Conditions of Entry to Sea Service, and relates both to experience and health standards. The second Convention is a proposal concerning Certificates of Qualification as Able Seaman, and provides for a system of examination as to competence and fitness. A proposed Recommendation also adopted provides for standards for the training of young persons seeking to enter seamanship as an occupation. In addition, two Resolutions were adopted under this same general heading: the first asks that the I.L.O. urge Governments of maritime Members which have not yet ratified the Minimum Age (Sea) Convention (Revised), 1936, to give early consideration to the desirability of ratification, and that the Office have available a summary of the answers for the Seattle Conference; while the second Resolution is a proposal to governments that each maritime Member of the Organization should maintain a register of seafarers employed in sea-going and/or other vessels engaged in the transport of cargo or passengers for the purposes of trading, again with a statement of the observations of governments on the matter to be made available to the Seattle Conference.

Continuous Employment.—The Conference fully recognized the high importance of continuous employment. As, however, the solution of this problem requires complex administrative organization and as the only existing experience was based on wartime conditions, the Conference considered that the time was not ripe for international regulations. It merely laid down the principle in a Resolution, urging all Member-States to consider the desirability of a system to ensure regularity and continuity of employment, while contemplating a Convention on the subject in the near future. It developed that in several maritime countries

the Governments, shipowners and seafarers are collaborating in setting up such schemes, so that the decision taken by the Conference gives weight to action already initiated in these countries.

Freedom of Association.—On the question of Freedom of Association the Conference adopted a resolution proclaiming the inalienable right of shipowners and seafarers freely to set up organizations that would not be subject to any external influence or constraint. The Resolution also stresses the need for mutual recognition of representative organizations and the value of collective bargaining.

Wages, Hours and Manning.—The work of the Committees on subjects other than Wages, Hours and Manning either resulted in unanimity or in a reasonable approach to unanimity. However, the same remark cannot be made in reference to the decisions arrived at in the first instance by the Committee on the subjects now under review, nor in the second place by the Plenary Session when dealing with the Committee's report.

So evident was the lack of agreement on matters of importance that the Canadian Government Delegate, as Chairman and Reporter for the Committee on Wages, Hours and Manning, felt constrained, when reporting to the Conference, to state as follows:

"In view of the scope and complexity of the subjects under consideration, it was not to be expected that agreement would be easily reached in the Committee. The Committee must frankly admit that on some matters of the greatest importance it was unable to reconcile widely divergent views. Many decisions were therefore taken by very narrow majorities and often with a considerable number of abstentions. Nevertheless, the amendments submitted to the preliminary text prepared by the International Labour Office and the discussions to which they gave rise served a very useful purpose in making plain the views held by the shipowners and seafarers respectively. While it would no doubt have been very desirable if full agreement on all the main issues could have been reached in the Committee, it is nevertheless true that no final decision could in any case have been taken at the present Conference, which is a preparatory meeting."

In supplementing the written report before the Plenary sessions, the Canadian Delegate also pointed out that apparently differences in viewpoint between shipowners and seafarers were so irreconcilable at the moment that even exhaustive efforts at mediation between employer and employee representatives on the Committee had failed to reach any point in the region of agreement.

Decisions by a simple majority had to be taken with respect to such important matters as the scope of the proposed Convention or

Conventions; in relation to what ships should be included and what excluded; on a proposed international minimum wage for seamen; and on proposed maximum hours of work, to mention only the more important points where serious differences arose.

The steadfastness with which views were held, particularly upon the part of the employers' group and the workers' group in this Committee is best illustrated by the fact that some fifteen recorded votes were taken on different points at issue before the meeting, together with a substantial number of unrecorded votes. Usually the employers' group voted solidly on one side of the question, and the workers on the other. On their part many of the government members abstained from voting on successive issues. As stated, in every case a vote followed only after efforts on the part of at least one or two of the government members to effect some reasonable and acceptable compromise to the proposal creating the issue.

The significance of important decisions being arrived at by a narrow marginal vote lies in the fact that both representation and the voting system at Seattle will be different from the Copenhagen Conference—Governments will have two delegates in place of one, while a two-thirds majority will be necessary for adoption of proposals before the Seattle meeting.

The more important Conference decisions arising out of the work of this Committee at Copenhagen may be summarized thus:

- (a) To have a single instrument, as an International Convention, concerning Wages, Hours and Manning.
- (b) The proposed Convention should relate to sea-going mechanically-propelled vessels of 100 gross register tons or more, whether publicly or privately owned, with appropriate exceptions for wooden vessels of primitive build, smaller craft propelled by mechanical means as well as by sail, certain whaling vessels, and estuarial craft.
- (c) The International minimum rate of remuneration for able seamen (and officers as well) to be £18 in British currency, or its equivalent in other currency, per month.
- (d) The international minimum wage to apply to seamen of African or Asiatic origin, subject to account being taken of any differences in the numbers of crew utilized in the case of these seamen, by comparison with the normal number of other seamen.
- (e) The basic work day for officers and men to be eight hours, and the basic work week to be 48 hours.
- (f) The basic eight-hour day is not to apply to the chief officer or the chief engineer, to any other officer in charge of a department who does not keep watch, nor to any other officer exempted as specified.

- (g) The normal rate of compensation for overtime work to be $1\frac{1}{2}$ times the basic rate of pay—but with provision for time off ship as compensation for certain extra work, not counted as overtime, which is in the nature of specified emergency duties. It was further provided that in some countries $1\frac{1}{2}$ times the basic rate would become payable for overtime, over and above a certain amount of overtime work.
- (h) Three points* were reserved for further consideration:
 - (i) Definition of fishing and whaling vessels;
 - (ii) Problems of relating the international minimum wage to any one currency, for example, to British currency, in view of present disturbed conditions in international exchange.
 - (iii) Extra work resulting from the unforeseeable reduction of the number of the crew during a voyage.
- (i) Early ratification of the instrument would become effective only after at least five Member-States of those represented at the Conference had ratified, each of which must be a nation with at least one million gross register tons of shipping.
- (j) A resolution adopted provides that the I.L.O. must consult with the governments on the probable economic effects of the introduction of a basic eight-hour day in the shipping industry, with a view to having data available for the Seattle Conference.
- (k) On Manning the decision was, in place of adopting a detailed text at Copenhagen, to adopt the following general formula:

Every vessel to which the instrument applies should be sufficiently and efficiently manned for the purposes of safety of life at sea and for making possible the application of the foregoing rules relating to hours of work and for the purpose of minimizing overtime work.

Compliance through Collective Labour Agreements

The Conference decided that, in appropriate cases, action equivalent to ratification of Recommendations or Conventions through legislation, might be permitted in an alternative form. This alternative form is to recognize as ratification representative collective labour agreements, under stipulated conditions and when registered with the Director of the International Labour Office, where such agreements carry into effect the intent and provisions of Recommendations or Conventions. This is a new procedure in reference to national compliance with I.L.O. instruments.

* The I.L.O. is to consult governments on (ii) above, before the Seattle meeting. The Office is to look further into (i) and (iii).

Relationship of Proposals to Canadian Conditions

It will be found upon examination that over large areas the international minima proposed in the Copenhagen decisions do not provide an advantage to Canada's seafarers over existing conditions. In fact, in several important particulars existing conditions with regard to Canadian seamen are already in advance of these proposals: this is especially true in regard to the international minimum wage rate of £18 which is proposed. On this subject the Canadian Government Member made it clear that while Canada recognized the importance of establishing an international minimum in an endeavour to more nearly equalize conditions among the merchant navies of the world, such a figure would necessarily have to stand below the wage rate already payable to Canadian seamen. However, Canada's agreement to an international minimum was not to be taken as indicative of Dominion policy in relation to Canadian seamen's wages.

When reporting the proceedings of the Copenhagen meeting, the Canadian Government Delegate, Mr. Phelan, summed up Canada's interest in the Conference in these words:

- "(i) This country, even though offering relatively high standards of working conditions in relation to merchant seamen at the present time, may learn a good deal by these international con-

tacts, and thus progressively improve conditions within the Canadian shipping industry.

- "(ii) It is important to Canada, as a maritime nation, that minimum standards should be adopted and put into effect everywhere, so that competition throughout the world may more nearly approach equality.
- "(iii) In view of Canada's position and prestige in world affairs, and in view of the important contribution made by our merchant shipping in recent years—particularly during the war emergency—it is important that our voice should be heard in any such international arrangements."

Commenting on the war contribution of seamen the Canadian Government Delegate said:

"It is perhaps not out of place to remark that one could not be present at such a meeting as that held at Copenhagen without being most earnestly impressed with the character and extent of the contribution made by the merchant seamen of the United Nations to the final victory against the Axis Powers. In the face of great hazards, in spite of heavy losses of life among their numbers, these brave men held the line against the enemy and kept the troops, the munitions, the food moving to the points where the need was so great. It would seem that the attitude of the Copenhagen Conference would be reflected in the minds of most people giving the problem thought, namely, that more especially in view of the wartime contribution of the United Nations' seamen, any reasonable proposal for a revision of the working conditions of the seafarers should have a sympathetic hearing."

Industrial Committees of the International Labour Organization

IN January, 1945, the Governing Body of the International Labour Organization decided to set up special committees to deal with conditions in a number of important industries.

Hitherto the main burden of examining labour and social conditions and working out proposals for their improvement has fallen upon the International Labour Conference. But the Conference meets as a rule only once a year, and has to devote a great deal of its time to general questions. The amount of attention that could be given to problems of individual industries has therefore been restricted, although special technical preparatory conferences for certain industries have sometimes been held.

It was felt, then, that special machinery was necessary to enable the I.L.O. to give closer attention to the problems which arise in particular industries. These problems needed more careful consideration than could be given to them in the press of work of an annual Conference attempting to cover the general field of industrial conditions and social welfare. They needed also to be kept constantly under review by representatives drawn from the industries themselves. Their solution called both for continuity of treatment and for the realistic approach of practical men in daily contact with them.

In response to this need, international industrial committees have been set up for seven of the major industries of the world. These are as follows: inland transport, textiles, coal mining, iron and steel production, the metal trades, petroleum production and refining, and building, civil engineering and public works.

The committees are tripartite in structure, containing representatives of workers, employers and governments.

The work of the committees will supplement the work of the International Labour Conference. On certain questions the results of their deliberations may be brought before

the Conference and embodied in the form of draft Conventions; other questions may be disposed of without reference to the Conference. In some cases they may make suggestions—as the Joint Maritime Commission has done in the past—for application by the employers' organizations and trade unions in the various countries. It is possible that a committee might promote the negotiation of agreements of an international character no less effective than collective agreements made within the different countries.

The proposal to establish international industrial committees was originally advanced by the Government of the United Kingdom in December, 1943. In addition to the objective of improving labour and social conditions in the various industries, the Government gave as one of its reasons for submitting its proposal, the need to "enlist that most powerful bond of unity between men and women which comes from working in the same industry or occupation." The United Kingdom Government drew attention to technical conferences which have been held by the Organization for such industries as coal mining and rail transport, and pointed out that at these meetings "the differences of nationality were submerged in the affinity between employers and workers who in their particular industry were engaged in similar work, had to meet similar technical problems, and were subject to similar risks and hazards." It suggested that the International Labour Organization alone was in the position of establishing "a means by which this affinity between peoples can be implemented", and it was with that object that its proposal was made.

Following is an account of the opening meetings of two of the seven committees, held in London during December, 1945. The meetings are those of the Committees on Coal Mining and Inland Transport. The other five committees are expected to hold their first meetings during 1946.

Committee on Coal Mining, London, December, 1945

AT its 94th Session in London in January 1945 the Governing Body of the I.L.O. decided to set up a Coal Mines Committee, so as to provide the International Labour Organization with a specialized agency to study the problems affecting this industry.

In accordance with this decision the first meeting of the Coal Mines Committee was held in London from 5 to 11 December 1945.

The membership of the Committee included twelve countries selected by the Governing Body because of their importance from the point of view of the coal mining industry. Each participating Government was invited to appoint six representatives, namely, two representatives of the Government, two of the employers, and two of the workers. Each of the representatives could be accompanied by advisers. The Governing Body also decided to be represented by three of its members, one for each group, and, further, to invite the European Coal Organization and the Miners' International Federation to send one representative each to the meeting.

The following eleven countries were represented: United States, Australia, Belgium, Canada, France, United Kingdom, India, the Netherlands, Poland, Turkey, Union of South Africa.

With the exception of the Union of South Africa, which only sent an observer for the Government, and of Poland, whose Government member was accompanied by three advisers (one for the Government, one employer and one worker), the countries sent tripartite delegations. The Governing Body of the International Labour Office was represented by Mr. Leon Eli Troclet (Belgium) for the Government group, Sir John Forbes Watson (United Kingdom) for the Employers' group, and Mr. Leon Jouhaux (France) for the Workers' group. Mr. Troclet presided over the meetings of the Committee.

The full members of the Committee numbered fifty. Eleven advisers and three observers also took part in the work of the Committee, which thus comprised sixty-four members.

The Dominion Government appointed as the six representatives from Canada:

Representing the Government of Canada

Mr. M. M. MACLEAN, Director of Industrial Relations, Department of Labour, Ottawa.

Mr. F. G. NEATE, Deputy Coal Controller, Department of Reconstruction and Supply, Ottawa.

Representing Canadian Employers

Mr. W. Lloyd CRAIG, President and General Manager, Canadian Coal Operators' Association, Ottawa.

Mr. J. C. NICHOLSON, General Superintendent (retired), Dominion Coal Company, Baddeck, Nova Scotia (for Dr. F. W. Gray, recently Assistant General Manager, Dominion Coal & Steel Corporation, Sydney, Nova Scotia).

Representing Canadian Workers

Mr. Robert LIVETT, President, District 18, United Mine Workers of America, Calgary, Alta.

Mr. Freeman JENKINS, President, District 26, United Mine Workers of America, Glace Bay, Nova Scotia.

Mr. V. C. Phelan, Director of Information, Labour Department, Ottawa, substituted for Mr. M. M. Maclean who was unable to attend.

Summary of Conclusions

The principal product of the deliberations of the Committee was a declaration suggesting a series of principles for incorporation in a Coal Miners' Charter which would represent the social goals to be aimed at by the industry.

This statement outlined eight conditions designed to maintain "stability of employment in the industry, the social welfare and dignity of those devoting their lives to coal production, and the constant introduction of a sufficient number of young persons to ensure the future of the industry."

Explaining that these aims were fundamentally dependent on a high standard of productivity in the industry, the statement recommended that the following principles should govern the industry.

1. The opportunity for steady employment, to be made possible through the stabilization of production and use of coal and the development of alternative uses of the products of the mines.

2. Wages at attractive rates as compared with those in industry generally, so as to provide adequate manpower and improve the standard of living.

3. Working time in the mines effectively less than the working time in industry generally.

4. Work under conditions conducive to safety, health and comfort, and an adequate scheme for accident prevention and workmen's compensation.

5. Social betterment in the interests of coal miners and their families.

6. Schemes to provide adequate retirement allowances.

7. Training courses for new entrants.

8. Co-operation among the interests involved in the success of the industry, including collective bargaining.

In a separate resolution, the Committee appealed to Governments to strive to give effect to these reforms, "while taking the situation in their respective countries into account."

Another resolution declared that the Committee considered that an economic agreement between the coal-producing countries which would remove unfair competition would facilitate greatly the solution of the social problems listed in the suggested principles for the miners' charter.

The Committee also recommended:

1. That the International Labour Office make "a thorough inquiry" into health conditions in the mines and the health of the miners.

2. That a future session of the Committee prepare a draft recommendation on health in the mines and a model safety code.

3. That the I.L.O. draw the attention of Governments to the desirability of staggering the withdrawal of war prisoners from the mines.

Procedure

The Committee adopted Standing Orders and set up a Steering Committee on procedure, comprising twelve members, four from each group.

Before dissolving into sub-committees, the full Committee held an extended discussion on the situation in coal mining in the several countries. Speaking for Canada, Mr. Neate outlined this country's coal problem, both in relation to domestic production and import.

The Committee then decided to proceed by setting up two sub-committees, a Sub-Committee on the proposed Mineworkers' Charter and a Sub-Committee on Manpower. The sub-committees were composed of one member from each group from each country represented on the Coal Mines Committee.

Manpower

As a result of the deliberation of the Sub-Committee on Manpower, three resolutions were adopted unanimously by the Committee. These dealt with Employment of Prisoners of War, Recruitment of Labour for Coal Mines, and Full Utilization of the Industry's Resources. The resolutions as adopted are now quoted.

Resolution on the Employment of Prisoners of War in Coal Mines

The Coal Mines Committee of the International Labour Organization, having been convened in London on December 5, 1945 for its first meeting;

Having considered the problems arising out of the employment of prisoners of war in coal mines;

Having noted that prisoners of war are employed in the collieries of several European countries, and that the employment of this labour is intended to make good, in part, the fuel scarcity caused by the war;

Draws attention to the very considerable disturbance which the sudden withdrawal of these prisoners would cause to the European coal industry;

Requests the Director of the International Labour Office to draw the attention of the Governments of Member States to the desirability of preparing a program providing for the staggering of the return of these prisoners to their respective countries, after due warning has been given and sufficient time allowed to make good the consequential loss of manpower by normal recruitment;

Considers that the employment of prisoners of war in coal mines should not result in any special benefit for their employers; and

Recommends for the consideration of the Governments concerned that any sums accruing from the difference between the amount paid to the State by the employers in respect of wages for the work of these prisoners and the cost of their accommodation, upkeep, surveillance and cash allowances should be used for the benefit of the mining community.

Resolution on the Recruitment of Labour for Coal Mines

The Coal Mines Committee of the International Labour Organization, having been convened in London on December 5, 1945;

Having examined the means by which workers may be attracted to the mining industry;

Considers that the granting of more favourable conditions of life than those enjoyed in other industries should be accompanied by a publicity drive by means of the press, radio and cinema; and

Recommends the various Governments to take steps to ensure that the miner's occupation is presented in its true light and no longer made the object of unfavourable public prejudice.

Full Utilization of the Industry's Resources

In view of the magnitude of the questions arising under this heading and the inadequacy of the material at present available, and in view of the lack of time at the sub-committee's disposal, it was felt that the International Labour Office should be requested to open an

enquiry with the object of providing the information necessary for a study of these social, economic and technical aspects of the mining industry. Accordingly the sub-Committee pro-

poses that Governments should be invited to furnish the International Labour Office with the information in their possession, in accordance with a plan to be drawn up by the Office.

Coal Mine Workers' Charter

Mr. Phelan, Canadian Government delegate, was elected Chairman and Reporter for the Sub-Committee on the Coal Mine Workers' Charter. He presented the following documents which were approved by the full Committee unanimously except for Australian opposition to Clause 8 of the proposed charter.

Principles for Incorporation into a Coal Mine Workers' Charter

The Coal Mines Committee of the International Labour Organization, impressed with the importance of the mining of coal to the well-being of modern society, and viewing with concern the factors which in the past have promoted instability in the coal mining industry, namely, uncertainty of markets, physical dangers to the workers and extremely arduous circumstances all too frequently attending the mining of coal, recommend that it is important at this time to adopt a Statement of Principles in relation to the status of coal mine workers in order to maintain stability of employment in the industry, the social welfare and dignity of those devoting their lives to coal production, and the constant introduction of a sufficient number of young persons to ensure the future of the industry.

These aims are fundamentally dependent on the maintenance of a high standard of productivity on the part of all concerned in the industry.

With the foregoing considerations in mind, the Coal Mines Committee suggests as the main items of content of such a Statement the following principles:

1. The opportunity for steady employment, to be assisted through stabilization of production and use of coal and the development of alternative uses of the products of coal mines.
2. (a) Wages at rates which will support an income attractive as compared with income in industry generally so as to provide adequate manpower and improve the standards of living;
(b) Provision for adequate annual holidays with pay.
3. Working time in the mines effectively less than the working time in industry generally.
4. Work under conditions conducive to the safety, health and comfort of the workers and an adequate scheme for accident prevention and workmen's compensation.
5. Social betterment in the interests of coal mine workers and their families.
6. Schemes to provide adequate retiring allowances to make provision for the old age of those who have been employed in the coal mining industry.
7. Training courses for new entrants.
8. Co-operation among the interests involved in the success of the industry, including collective bargaining.

(In reference to the proposed Charter there had arisen in the Sub-Committee the question of definition of "coal mine worker". Did it refer only to underground workers? The point was settled by adoption of a paragraph in the Sub-Committee's report, adopted at the plenary sitting. This reads:

"On this point Mr. Phelan (Canadian Government member) expressed the view that the term 'mine worker', unless otherwise specified, should apply to all workers engaged in coal mining, both on the surface and underground. In practice, there already exist differentials in favour of underground workers in relation to wage rates, safety measures, as well as hours of work, but this would have to be specified in the Charter.")

Resolution I

The Coal Mines Committee considers that an international economic agreement between the coal-producing countries, which would remove unfair competition, would facilitate greatly the solution of the social problems mentioned in the suggested principles for incorporation in a Coal Mine Workers' Charter.

Resolution II

The Coal Mines Committee requests the International Labour Office to continue and complete its report on Safety Provisions in Coal Mines and to make a thorough enquiry into health conditions in coal mines and the health of coal mine workers; and

Requests the Governing Body of the International Labour Office to convene a session of the Coal Mines Committee which would act in the capacity of a Technical Preparatory Conference, charged with formulating a draft Recommendation on the whole problem and a draft Model Code on Safety, taking as a basis for its discussions the Report prepared by the International Labour Office, for the Preparatory Technical Conference which was to have been held in Geneva in 1939, as completed and brought up to date.

(On Resolution II the Secretary-General suggested that the objective of this Resolution might be met in this way:—the next session of the Committee might be divided into two parts: one would deal with problems of safety and health of coal mine workers as a Preparatory Conference; the other with matters arising as a result of the present session. Though not formally approved, the suggestion seemed to be accepted.)

Other Decisions of the Committee

On the motion of the French Workers' member, the Committee unanimously adopted the following resolution at its eighth plenary sitting:

In view of the importance of the problems examined during its session for rehabilitating the mining profession;

And in view of the urgency of achieving certain measures which are impatiently awaited by mine workers;

The Coal Mines Committee expresses the wish that, while taking the situation in their respective countries into account, Governments should strive to give effect as soon as possible to the reforms recommended by it.

At its eighth plenary sitting the Committee unanimously adopted the following statement, submitted on behalf of the Steering Com-

mittee by its Vice-Chairman, the United States Employers' member:

At its third sitting on December 7, the Steering Committee considered the question of conversion of coal into oil to which attention was drawn by the Australian Government member at the second full sitting of the Coal Mines Committee. The Steering Committee, while fully recognizing the importance of this matter, considered that conversion of coal into oil is primarily a technical question which it is not the function of the I.L.O. to study. The Steering Committee decided to recommend, however, that the International Labour Office be requested to examine the question from the point of view of the social problems involved.

The committee adjourned its first meeting on December 11, 1945.

Committee on Inland Transport, London, December, 1945

THE Inland Transport Committee of the I.L.O. held its first meeting in London from December 13 to 20, 1945. The meeting was presided over by Mr. Henry Hauck, Director, French Ministry of Labour and Social Security, who had been appointed as Chairman of the first meeting by the Governing Body of the I.L.O. at its session in Paris in November, 1945.

Representatives attended the meeting from the following 22 countries: United States of America, Australia, Belgium, Brazil, Canada, Chile, Denmark, France, United Kingdom, Greece, India, Italy, Luxembourg, Mexico, Netherlands, Norway, Peru, Poland, Portugal, Sweden, Switzerland and Turkey. The number of members present was 125 representing Governments, employers' organizations and Trade Unions.

Two representatives attended from the European Central Inland Transport Organization.

The International Transport Workers' Federation was represented by two observers.

The basis of representation provided on the Committee from each country is two to represent Government, two to represent employers and two to represent workers. Technical advisers to the various delegations are also allowed.

The Dominion Government appointed as the six representatives from Canada—

Representing the Government of Canada

Mr. M. M. MACLEAN, Director of Industrial Relations, Department of Labour, Ottawa.

Mr. V. C. PHELAN, Director of Information, Department of Labour, Ottawa.

Representing Canadian Employers

Mr. F. W. EDGE, Director of Labour Relations, Canadian National Railways, Montreal.

Mr. S. M. GOSSAGE, Assistant Manager, Department of Personnel, Canadian Pacific Railways, Montreal.

Representing Canadian Workers

Mr. J. A. SULLIVAN, President, Canadian Seaman's Union and Secretary-Treasurer, Trades and Labour Congress of Canada, Ottawa.

Mr. J. E. MCGUIRE, National Secretary-Treasurer, Canadian Brotherhood of Railway Employees and Other Transport Workers, Ottawa.

Substituting for Mr. M. M. Maclean, who was unable to attend was Brigadier N. B. MacDonald, Deputy Quarter Master General, Canadian Military Headquarters, then stationed in England.

Three members of the Governing Body of the I.L.O. were present as its representatives at the meeting—Mr. Henry Hauck (France) for the Government Group, Sir John Forbes Watson (United Kingdom) for the Employers' Group and Mr. Paul Finet (Belgium) for the Workers' Group. The Secretary-General and representative of the Acting Director was Mr. Jef Rens.

Summary of Conclusions

The Inland Transport Committee embodied its conclusions in eight resolutions. In one of these it listed a number of recommendations on "urgent matters" which, it said,

"might appropriately be made to Governments and communicated to the international organizations concerned."

These recommendations, described by the committee as "highly desirable and of prime importance," included:

1. That there should be a general plan for the repair of damage to Europe's transport systems.

2. That Governments grant full support to the international agencies concerned with the organization of transport in Europe.

3. That these agencies be provided with sufficient funds and priorities.

The Committee, in another resolution, asked the I.L.O. to request the Governments concerned to give consideration to the need for preventing such uneconomic competition among certain European ports as affects labour conditions.

It also recommended that measures be taken to decasualize dock work.

Procedure

At the end of the opening sitting the Committee adopted Standing Orders and decided to appoint a Steering Committee to make proposals for the organization of its work from day to day.

After the conclusion of a general debate on the scope and subject-matter of the Committee's work it was decided, on the recommendation of the Steering Committee, to set up three sub-committees on a functional basis, as follows: (a) Sub-Committee on Railways; (b) Sub-Committee on Road Transport; (c) Sub-Committee on Other Forms of Transport.

These functional committees were asked to examine the following groups of problems as they arise in the separate branches of transport: urgent questions; social problems; safety and reconstruction. It was understood

that in approaching these problems the sub-committees would: (a) make proposals regarding any immediate decisions that could be recommended for application by agreement between the employers' and workers' organizations in the different countries or for submission to the various Governments; (b) indicate subjects on which the International Labour Office might be asked to prepare studies and collect information; and (c) put forward suggestions regarding the adoption, ratification and revision of Conventions or Recommendations.

The sub-committees were made up of the following numbers of delegates:

On Railways—15 from each group, 45 in all.

On Road Transport—15 from each group, 45 in all.

On Other Forms of Transport—10 from each group, 30 in all.

The two Canadian Government delegates served on one sub-committee each, Mr. Phelan on Railways and Brigadier MacDonald on Other Forms of Transport.

Mr. McGuire of Canada was elected Workers' Vice-Chairman of the Sub-Committee on Railways. Mr. Gossage, also of Canada, was chosen as Employers' Vice-Chairman of the Sub-Committee on Other Forms of Transport.

Following the sittings of the three sub-committees it was decided to constitute a Co-ordinating Committee to examine the texts prepared by the sub-committees with the object of grouping and, where necessary, harmonizing them.

The Co-ordinating Committee consisted of 27 members (three appointed by each group from each of the three sub-committees).

One of the Canadian Government members, Mr. Phelan, was elected Chairman and Reporter of the Co-ordinating Committee. On the last day of the session Mr. Phelan reported the co-ordinated resolutions, which were adopted after some alterations. The resolutions as finally adopted are now quoted.

Resolutions on Urgent Questions

Resolution on Urgent Questions

Whereas, the Inland Transport Committee at its meeting in London from 13 to 20 December 1945, has had a full exchange of views regarding the present conditions of inland transport industries in various countries and particularly in the countries devastated by the war; and

Whereas, resolving itself into three technical sub-committees, one on railways, a second on road transport and a third on other forms of transport, it has examined many urgent problems associated with these industries:

The Committee has reached certain general conclusions, notably the following:

1. That the exhaustion of material and equipment as a result of the war effort and the destruction and looting by the enemy during the war, have disrupted these industries and gravely reduced their effective services.

2. That the task of economic and social reconstruction depends in great part upon the rapid and complete re-establishment of all essential transport services in the countries which have been devastated by war, and upon the reconditioning of like services even in those countries not directly touched by war's ravages.

3. That the present state of the transport industries, more especially in those countries visited by war, has very serious repercussions not only on the level of employment, conditions of work and the livelihood of transport workers, but also on the standard of living of the whole population, as transport is a determining factor in the general economy of each country.

4. That social progress among transport workers, as well as among general populations, especially in devastated countries but also throughout the world, will be hampered until further improvement and rehabilitation in transport are found possible.

5. That in certain countries transport workers cannot make their full contribution owing, among other causes, to the lack of clothing and footwear, deterioration of workshops, and lack of tools; at the same time, it is reported that transport equipment lies idle, exposed to deterioration from weather.

6. That shortages of materials and of essential products hamper rehabilitation of transport systems, as for example in road transport where shortages of rubber, tires, spare parts, and fuel seriously impede the rebuilding of this industry.

7. That the urgent and immediate needs of those industries are to restore as large a measure of service as may be, with a minimum of delay, reserving for later treatment more permanent betterment in national and international transport systems.

8. That while the formulation of requirements, the supply of products and the replacement of materials looted by the enemy are the responsibility of intergovernmental organizations other than the International Labour Organization, nevertheless as the I.L.O. is so closely concerned with the speedy and effective solution of those problems which affect greatly living and working conditions of the working population generally, and as this Committee must pay particular heed to the condition of those employed in the transport industries the Committee has of necessity given and must continue to give, careful attention to the implications of these matters.

Accordingly the Inland Transport Committee resolves that the following recommendations on urgent matters might appropriately be made to Governments and communicated to the international organizations concerned.

It is highly desirable and of prime importance:

(1) That the resources of materials, equipment and manpower needed for the transport industries should be fully utilized through methods of international co-operation carried out in the same spirit which prevailed among the United Nations during the war years;

(2) That national and international action should be intensified by the appropriate authorities in order to secure the maximum production and interchange of any supplies which can be made available within each region, particularly in respect of materials, fuel, machinery and tools;

(3) That in respect of countries requiring assistance, each insofar as it is directly concerned, there be prepared forthwith, where not already available, inventories of their national resources and of their needs with respect to materials, equipment and other items for the transport industries, in order to permit national and international co-operation to contribute fully through rational distribution of available stocks according to relative needs;

(4) That there should be a general plan for the repair of damage to the transport systems in Europe, which should provide for the best possible use of material, workshops and skilled labour, and that the interested international agencies should continue the valuable work already initiated in this respect;

(5) That Governments grant full support to the international agencies concerned with the organization of transport in Europe to ensure the maximum co-ordination and the minimum of delay;

(6) That the international agencies charged with aiding the rehabilitation of transport in the countries which have suffered from the war be provided with sufficient financial means and priorities;

(7) That the procedure of financing the procurement of material and equipment should neither prevent nor delay rehabilitation of transport;

(8) That in the various phases of international co-operation, Governments should be assisted as necessary by the employers' or workers' organizations, or both, in the transport industries;

(9) That in each of the countries represented on the Inland Transport Committee there should be consultation between the Government on the one hand and the employers' and workers' organizations on the other, particularly in aid of making full use of national resources, in the distribution of equipment and in assuring better results from measures taken to rehabilitate the transport industries.

Resolution on Industrial Relations

The Inland Transport Committee of the International Labour Organization expresses its firm conviction:

1. That the economic well-being of every country is dependent upon good relations between employers and workers;

2. That employers and workers should be free to form, and should be encouraged by their respective Governments to form, their own voluntary organizations representing their respective interests;

3. That such employers' and workers' organizations should be recognized by their respective Governments;

4. That employers' and workers' organizations should join, where appropriate, in the provision of voluntary negotiating machinery for the conclusion of collective agreements regulating wages and all other conditions of service of the general body of workers;

5. That adequate means to ensure observance of such agreements should exist;

6. That collective agreements should include provision for effective conciliation machinery so as to resolve differences or conflicts;

7. That where the foregoing conditions do not exist in any country the Government concerned should assume the responsibility of assisting in the creation of the conditions above envisaged.

Resolution on Manpower

The Inland Transport Committee of the International Labour Office recommends that the Office should bring to the attention of the Governments of countries whose transport systems

have been paralyzed or damaged as a result of war, the desirability of now organizing their available manpower, so that as equipment for the rehabilitation of their transport systems is received, sufficient men are available, trained in the operation of the particular types of equipment that may be supplied; also that the skilled labour is made ready to take immediate advantage of materials, as and where they are received.

Resolution on Regional Conference Concerning Ports in Western Europe

The Inland Transport Committee of the I.L.O. requests the Office to make representations to

the Governments concerned to give consideration to the need for preventing such uneconomic competition between the ports on the Atlantic, Channel and North Sea coasts of the countries concerned and in the Rhine navigation system, as affects adversely the social and economic conditions of the workers.

The Committee suggests that consideration should be given either to the calling of a special conference of the countries concerned or to referring the question to the appropriate international specialized agencies or commissions dealing with social, trade and transport matters, with a view to their handling these problems with the help of the representatives of all interests concerned.

Resolutions on Other Problems

Resolution on Social Problems

The Inland Transport Committee, meeting in London from 13-20 December, 1945, after having discussed a number of the most urgent problems of the transport industry, has proceeded to an exchange of views regarding many of the social problems of the industry, and has reached the following general conclusions:

The Committee considers that the determination of national as well as international social policies affecting inland transport workers will be facilitated by the collection and distribution of all available current information concerning the social and economic situation in the industries concerned, and hence recommends that there be prepared by the International Labour Office for submission to future sessions of the Committee the following:

- (a) A comparative study of wages of transport workers in the different countries with a view to studying the question of a living minimum wage.
- (b) A study of social security measures applicable to the different branches of the transport industry.
- (c) An enquiry into the law and practice of industrial relations, including collective bargaining and the machinery for the settlement of differences and disputes.
- (d) A study of the prevailing conditions of work in the various branches of the industry, including hours of work, rest periods and holiday provisions.
- (e) An enquiry into the employment in inland navigation of women and children and measures for their protection.
- (f) A study of safety precautions.
- (g) The collection and publication, on a properly comparable basis, of such statistical data as may be readily secured in respect of each form of transport.

Resolution on Automatic Coupling

The Committee recommends the Continental European authorities competent to deal with these matters to take steps to secure agreement among the interested parties with a view to providing that in future all new equipment should be so constructed as to make possible the substitution of automatic coupling for screw coupling at any given time. The International Labour Office is recommended to resume its studies of automatic coupling and to prepare a draft international agreement thereon for consideration by the next session of the Committee.

Resolution on Decasualization of Dock Labour

The Committee considers that measures should be taken with regard to the casual nature of dock labour, and recommends the employers' and workers' organizations concerned, with participation of public authorities if desired, to study the problems of decasualization of labour with a view to adopting measures for securing continuity of employment to the workers, increasing their productivity and assuring them reasonable remuneration.

Resolution on Meetings for Branches of the Industry

The Inland Transport Committee, while appreciating the need of treating the transport industry as a whole, considers it desirable that the different branches of the industry (railways, road transport, inland navigation, civil aviation and docks and warehouses) be given every opportunity to meet separately for the purpose of dealing with their special problems.

It is pointed out that this would require the appointment of delegations conversant with the problems of the individual branches of the industry.



CANADA

DEPARTMENT OF LABOUR

Changes in Population and In the Labour Force

*Issued as a Supplement to The Labour
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RESEARCH AND STATISTICS BRANCH
DEPARTMENT OF LABOUR

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OTTAWA
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1946

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CHANGES IN POPULATION AND IN THE LABOUR FORCE

GENERAL SUMMARY

The war period saw the accentuation of some of the dominant trends in Canadian population movements, and in the following report these trends are analysed from the standpoint of general population and of the country's labour force. In addition, the post-war prospects indicated by these trends are discussed.

The main statistics on population changes referred to in the report concern only the period since 1941-1944. Substantial variations between the provinces are brought out by the analysis.

Since 1941 the rate of natural increase in Canada has been about 120,000 a year. This has been paralleled by an annual increase of about the same amount in the potential working population. During the period there has been a shift between the provinces of about 50,000 persons per year. Another 150,000 have been absorbed each year by the armed forces. In addition, the wage-earning group has been swollen each year by approximately 125,000 emergency workers, drawn mainly from homemaking and farming. This increase is reflected largely in employment in war manufacturing.

There is evident, for the first time, an absolute shrinkage in the total population of counties which are predominantly agricultural. These counties contributed not only their whole natural increase to the urbanized areas, but also gave up part of their pre-war population.

Significant also are the variations between the provinces brought out by the report. Ontario, the possessor of one-third of the Dominion's population, contributed during the period studied only one-fourth of the natural increase. Quebec, however, while having only 29 per cent of the total population, contributed 38 per cent of the natural increase. British Columbia, which has about 7 per cent of the country's population, contributed but 5 per cent of the natural increase.

The analysis shows that Ontario and British Columbia, both possessing low rates of natural increase, have benefited more than any other provinces by migration between the various parts of the country. Quebec, with its high rate of natural increase, has contributed slightly to this migration from one province to another. However, Saskatchewan, with a moderately low rate of natural increase, has been the chief contributor of migrants. Of the drift of population groups among the provinces, four-fifths has been from the Prairie Provinces, and more than half of the total has been from Saskatchewan.

Those provinces receiving migrants have in general been the heaviest contributors to the armed forces. If the intake to the armed forces is computed as a percentage of the male population from 18 to 45 years of age, it is seen that British Columbia and Ontario each has given more than 45 per cent of the persons in that age group. The ratio for Quebec is about half that of the rest of Canada. The Maritimes have contributed at the same rate as Ontario and British Columbia.

The war period has seen an increase of more than 40 per cent in the numbers of wage and salary workers in industries other than agriculture, and the increase has been relatively uniform among the provinces. The three provinces of Quebec, Ontario, and British Columbia account for about 80 per cent of such employment, and together they have 70 per cent of the country's population. The war has tended only very slightly to accentuate the concentration of the wage-earning population in these provinces.

On the other hand, employment in war manufacturing has been notably concentrated in the same three provinces—Quebec, Ontario, and British Columbia. These provinces had, in January, 1944, 89 per cent of the country's war manufacturing. The Prairie Provinces and the Maritimes, with 30 per cent of the total population, accounted for only 11 per cent of employment in war manufacturing. Of the total employment of this sort, 46 per cent was found in Ontario, although the province has only 33 per cent of the nation's population.

With the exception of Quebec, the expansion of war manufacturing has caused a population inflow into the manufacturing areas. In the Maritimes, Prince Edward Island and New Brunswick have contributed to the population of Nova Scotia. The Prairies have added to the population of British Columbia and Ontario. Quebec, however, because of a high rate of natural increase, has managed to provide workers for a heavy program of war manufacturing and to export workers to neighbouring provinces.

Probably these population shifts will not be reversed. A greater percentage of the population will, in the post-war period, seek wage-earning employment than was the case in 1939. Of those who have migrated across provincial boundaries, only a few are likely to return to their former homes. Probably their numbers will be swollen by ex-servicemen seeking residence in an area other than that in which they enlisted. Such movements are part and parcel of a continuous trend toward urbanization. The war has speeded a process that has been under way for decades.

A statistical thumbnail sketch of the major changes during the period in the composition of the labour force and population of the provinces is shown in Table 1 (page 7). The table shows the increase in the population, the migration between provinces, the drain from each province into the armed forces, the mobilization of the working population, and its direction into war industry.

Table 1.—Main Changes in Canada's Population and Employment During the War

Province	Total Population June, 1941 (Census)		Natural Increase 1941-1944		Total Population April 1, 1944 (Ration Book Count)		Net Migra- tion 1941- 1944		Intake Armed Forces To Sept. 30, 1944 ¹			Total Wage and Salary Workers Oct. 1, 1939 ²		Total Wage and Salary Workers April 1, 1945 ²		Total Workers on War Mfg. Jan. 8, 1944 ³	
	Number	%	Number	%	Number	%	Number	%	Number	%	% Intake to Male Population Ages 18 to 45	Number	%	Number	%	Number	%
Prince Edward Island.	95,047	0.83	3,293	0.74	90,991	0.76	- 7,349	8,956	0.94	47.1		5,200	0.33	5,900	0.30	487	0.07
Nova Scotia.	577,962	5.03	24,329	5.47	610,489	5.12	+ 8,198	56,877	5.95	46.2		69,700	4.48	112,100	5.10	30,402	4.12
New Brunswick.	457,401	3.98	21,647	4.87	460,339	3.86	- 18,709	42,656	4.47	45.4		44,300	2.85	76,000	3.46	10,950	1.49
Quebec.	3,331,882	29.00	171,197	38.48	3,491,747	29.28	- 11,322	163,430	17.11	23.4		431,400	30.92	672,500	30.60	240,060	32.64
Ontario.	3,787,655	32.96	108,490	24.39	3,954,490	33.15	+ 58,345	375,456	39.39	45.2		607,900	39.04	879,100	40.00	340,115	46.26
Manitoba.	729,744	6.35	25,776	5.79	730,078	6.12	- 25,442	71,844	7.52	45.2		83,400	5.36	104,000	4.73	20,998	2.84
Saskatchewan.	895,992	7.80	33,744	7.59	844,065	7.08	- 85,671	76,921	8.05	40.3		54,200	3.48	62,900	2.86	6,399	0.87
Alberta.	796,169	6.93	34,157	7.68	815,702	6.84	- 14,623	73,995	7.75	41.6		68,400	4.39	85,400	3.89	12,455	1.69
British Columbia.	817,861	7.12	22,200	4.99	929,488	7.79	+ 89,427	85,164	8.91	47.1		142,500	9.15	199,900	9.09	73,653	10.02
CANADA.	11,489,713	100.00	444,833	100.00	11,927,390	100.00	- 7,156	955,269	100.00	38.6		1,557,000	100.00	2,197,800	100.00	735,529	100.00

¹ W.R.C.N.S., C.W.A.C. and R.C.A.F. (W.D.) not included.² Excludes employees in Agriculture, Fishing, Trapping, and Service Industries.³ Obtained from the Department of Labour's DLRIA Manpower Survey.

GEOGRAPHICAL SHIFTS OF POPULATION

The mobilization of workers for the war effort necessitated substantial shifts in the geographical distribution of the whole population. The non-industrial regions of the country lost population to the industrialized regions, and within regions there has been a drift from rural to urban types of areas. These movements of population were not solely the effect of the war. The trend toward urbanization, and the drift toward the industrialized sections of the country, are found in almost every country which has shared in the process of industrialization. In that sense the war has speeded movements already in motion and has not innovated new trends. However, in assessing the character and intensity of the problems of the post-war period it is necessary to discover whether such movements will be accelerated or retarded, continued or reversed.

Until recently no machinery has existed to trace such movements. Censuses have given static pictures of the population rather than a study of movements of population. Westward movement has been taken for granted, and the reversal of that trend has taken students of population by surprise. The census definitions of "rural" and "urban", on which one must depend when studying the trend to urbanization, are so imprecise that they are not very useful for following the course of movement. Moreover, the fact that censuses are spaced ten years apart means that for sudden movements the important changes may be lost to sight.

Recently it has been possible to get data on the movement of population by comparing the registrations for ration books made on successive dates. These data can be compared with those of the 1941 Census. In order to avoid one of the difficulties mentioned above the counties of the country have been divided into four classes: metropolitan (these are the counties in which Quebec, Montreal, Toronto, Windsor, Hamilton, Winnipeg, Vancouver and Ottawa are located), other urban, rural farm, and rural non-farm counties. Classifying the counties in this fashion permits us to use the figures obtained from ration card registrations, to make adjustments for the drain of men into the armed forces, and to estimate the amount of natural increase to be expected in a given areal unit.

Table 2 shows the total change for the country which has taken place between 1941 and 1944 as far as displacement of population between the various types of counties is concerned.

During this three-year period the metropolitan counties gained approximately 345,000 population, of which about 70 per cent was by in-migration. The same trend is observable for the other urban counties, though much less pronounced. In the same period the farm counties lost approximately 286,000 persons, of whom only 159,000 were replaced by natural increase. The rural non-farm counties show a similar but smaller loss for the period. This is the

first time that the farm counties have shown an absolute decrease in population. The above table should not be read to mean that 286,000 farm residents left the farm counties and took up residence mainly in metropolitan counties. It is more than likely that there was a general sorting and sifting of the total population, and that farm people moved to rural non-farm and urban counties, while residents of these areas were displaced to metropolitan areas. The exact pattern of movement cannot be determined from the table, which shows only the "net" movement. However, even when we ignore the movement of people between similar types of areas, it is apparent that in a period of less than three years over 300,000 rural dwellers have been uprooted and funnelled into urban areas. The result has been very rapid growth for metropolitan areas.

Table 2.—Population of Metropolitan, other Urban, Rural Non-farm, and Rural Farm Groups as Arrived at by Classification of Whole Counties, and Natural Increase, and Net In-migration, 1941-1944

—	Canada	Metro- politan	Other Urban	Rural Non-farm	Farm
Population 1941.....	11,489,713	3,621,051	3,563,923	625,837	3,678,902
Population 1944.....	11,927,390	3,965,915	3,785,481	623,483	3,552,511
Natural Increase 1941-44..	444,833	108,106	155,289	22,262	159,176
Estimated Net In-migration 1941-44...	-7,156	+236,758	+66,269	-24,616	-285,567

The Movement Toward Cities

The trend toward urbanization is clearly shown. The chief shift is toward the large cities, the metropolitan centres. With the exception of British Columbia, in every province the farm counties have lost substantially. The rural non-farm counties, excepting those in British Columbia and Alberta, show the same trend. The metropolitan counties have gained almost four times as much as have the other urban counties in this three-year period. Some of this growth is based on war manufacturing, and may terminate suddenly; much of it represents a steady trend in the population pattern of the country, and will very probably continue.

Table 2 suggests four other types of questions. The first concerns the distribution of this movement. How have the various regions and provinces shared in these shifts? The second concerns the drain to the armed services. How heavy has it been as far as the various types of counties are concerned, and what will be the probable pattern of distribution of the returning men? Third, how does this wartime movement of population compare with population shifts of the pre-war decade? Fourth, to what extent has natural increase balanced or accentuated population movements?

The third question above covers a subsidiary problem; namely, when did wartime conditions begin to influence the pattern of population distribution? Unfortunately our method of taking censuses does not allow a definitive answer to this question. By the time the 1941 Census was undertaken many of the changes were well under way, and there were no means available for uncovering the changes of the first two years of the war. An attempt was made to introduce a question on the 1941 Census to chart such movements, but serious difficulties arose in tabulating and interpreting the results of it. With one exception we are, therefore, limited to tracing movements which occurred in the 34-month period from June 2, 1941, the Census date, to April 1, 1944, the date of the fourth ration book distribution. While the speed of change in this period was probably greater than that for the whole war period, the volume of change was correspondingly less.

The Shift Between Provinces

Table 3 (page 11) provides the data on which answers to the preceding four questions can be based. It is at once apparent that there have been substantial geographical movements of population. For the country as a whole there was little migration; approximately 7,000 persons emigrated during the period 1941-44. Between provinces there were substantial movements. British Columbia gained heavily, almost 90,000 for the period. The Prairie Region lost over 125,000, with Saskatchewan registering by far the greatest part of this. Ontario received more than 58,000. In spite of the marked industrialization in Quebec, that province lost over 11,000. In general, the Maritimes lost, though this was tempered by an influx into certain cities, particularly Halifax.

The Armed Services

In the above discussion it is assumed that those in the armed services have not moved their places of residence. If, on demobilization, they return to their pre-enlistment homes the assumption is justified. At present no one knows precisely to what extent they will return to their home areas, or to what extent their war experiences have uprooted them and steered them toward the large cities. The urban areas have contributed the largest part of the armed forces. The ratios are approximately five per hundred population for farm areas, and seven and a half per hundred for other types of areas. When it is considered that the migration from farm areas is largely of younger people, and that farm counties have many more of the very young and very old, the difference in ratios is not significant. Whatever part of the 182,000 farm county residents who have entered the services chooses non-farm post-war residence, it will swell the movement toward cities discussed above. From surveys made to date it is quite clear that the post-war movements of residence for servicemen will be practically identical with the war-time shifts of civilian population, as far as direction is concerned.

Table 3.—Population Shifts Between Provinces and Between Types of Areas 1931-41, 1941-44

Province	Area	Population 1931 ¹	Natural Increase 1931-1941	Migration 1931-1941	In Military Service ² 1941	Population 1941 ²	Natural Increase 1941-1944	Migration 1941-1944	Estimated Increase in Armed Forces 1941-1944 ³	Population April 1, 1944 ⁴
P.E. Island.....	Metropolitan counties....	—	—	—	—	—	—	—	—	—
	Other urban counties....	—	—	—	—	—	—	—	—	—
	Rural non-farm counties....	88,038	9,731	— 2,722	4,398	95,047	3,293	— 7,349	1,994	90,991
	Farm counties.....	—	—	—	—	—	—	—	—	—
	Total.....	88,038	9,731	— 2,722	4,398	95,047	3,293	— 7,349	1,994	90,991
Nova Scotia.....	Metropolitan counties....	—	—	—	—	—	—	—	—	—
	Other urban counties....	314,080	38,798	+ 13,285	17,030	366,163	17,773	+ 23,250	19,736	407,186
	Rural non-farm counties....	99,665	8,881	— 4,539	2,197	104,007	3,166	— 7,737	2,974	99,436
	Farm counties.....	99,101	9,483	— 792	4,423	107,792	3,390	— 7,315	2,649	103,867
	Total.....	512,846	57,162	+ 7,954	23,650	577,962	24,329	+ 8,198	25,359	610,489
New Brunswick....	Metropolitan counties....	—	—	—	—	—	—	—	—	—
	Other urban counties....	181,432	21,553	— 150	9,138	202,835	9,673	+ 4,290	10,968	216,798
	Rural non-farm counties....	81,358	10,361	— 1,014	3,347	90,705	3,584	— 8,229	2,591	86,060
	Farm counties.....	145,429	27,022	— 8,590	4,767	163,861	8,390	— 14,770	3,916	157,481
	Total.....	408,219	58,936	— 9,754	17,252	457,401	21,647	— 18,709	17,475	460,339
Quebec.....	Metropolitan counties....	1,190,933	123,812	+ 26,568	30,573	1,341,313	50,189	+ 57,808	37,339	1,449,310
	Other urban counties....	676,382	124,155	+ 18,616	9,588	819,153	53,121	+ 15,991	18,401	888,265
	Rural non-farm counties....	22,161	6,109	+ 1,149	88	29,419	1,614	— 8,415	479	30,418
	Farm counties.....	985,186	196,499	— 39,888	8,738	1,141,997	66,273	— 84,516	14,164	1,123,754
	Total.....	2,874,662	450,575	+ 6,645	48,987	3,331,882	171,197	— 11,332	70,383	3,491,747

Table 3.—Population Shifts Between Provinces and Between Types of Areas 1931-41, 1941-44—Concluded

Province	Area	Population 1931 ¹	Natural Increase 1931-1941	Migration 1931-1941	In Military Service ² 1941	Population 1941 ²	Natural Increase 1941-1944	Migration 1941-1944	Estimated Increase in Armed Forces 1941-1944 ³	Population April 1, 1944 ⁴
Ontario.....	Metropolitan counties.....	1,376,794	97,040	+ 61,186	55,491	1,535,020	39,039	+ 98,152	95,224	1,672,211
	Other urban counties.....	1,358,451	126,169	+ 37,367	42,926	1,521,987	50,531	+ 1,421	78,045	1,571,097
	Rural non-farm counties.....	68,959	13,465	+ 8,888	2,481	91,312	3,759	- 11,947	3,656	83,724
	Farm counties.....	627,479	41,670	- 29,813	16,806	639,336	15,161	- 27,039	22,677	627,458
	Total.....	3,431,683	278,344	+ 77,628	117,704	3,787,655	108,490	+ 58,345	199,602	3,954,490
Manitoba.....	Metropolitan counties.....	284,285	19,230	- 8,173	14,050	295,342	8,141	+ 13,738	21,575	317,221
	Other urban counties.....	36,912	2,655	- 2,898	1,325	36,669	1,016	- 1,920	1,920	37,121
	Rural non-farm counties.....	75,626	9,687	+ 183	2,617	85,496	3,612	- 7,565	3,393	81,543
	Farm counties.....	303,316	46,104	- 37,183	6,761	312,237	13,007	- 31,051	10,526	294,193
	Total.....	700,139	77,676	- 48,071	24,753	729,744	25,776	- 25,442	37,414	730,078
Saskatchewan.....	Metropolitan counties.....	—	—	—	—	—	—	—	—	—
	Other urban counties.....	197,882	19,875	- 28,929	8,423	188,828	5,978	- 6,314	12,565	188,492
	Rural non-farm counties.....	6,456	1,896	+ 2,687	61	11,039	453	- 1,957	326	9,535
	Farm counties.....	717,447	110,140	- 131,462	15,549	696,125	27,313	- 77,400	31,178	646,038
	Total.....	921,785	131,911	- 157,704	24,033	895,992	33,744	- 85,671	44,269	844,065
Alberta.....	Metropolitan counties.....	—	—	—	—	—	—	—	—	—
	Other urban counties.....	324,642	37,793	- 7,689	14,397	354,746	14,019	+ 24,666	20,966	393,431
	Rural non-farm counties.....	6,537	1,756	+ 1,419	77	9,712	875	+ 2,330	424	12,917
	Farm counties.....	400,426	67,456	- 36,171	9,737	431,711	19,263	- 41,619	19,105	409,355
	Total.....	731,605	107,005	- 42,441	24,211	796,169	34,157	- 14,623	40,495	815,703

British Columbia...	Metropolitan counties....	379,858	16,228	+ 53,290	14,790	449,376	10,737	+ 67,060	26,673	527,173
	Other urban counties....	41,989	7,567	+ 3,986	1,920	73,542	3,178	+ 6,371	3,353	83,091
	Rural non-farm counties....	174,855	9,471	+ 19,821	9,489	204,147	5,199	+ 10,504	8,795	219,850
	Farm counties.....	77,561	8,138	+ 5,097	3,090	90,796	3,086	+ 5,492	2,905	99,374
	Total.....	694,263	41,404	+ 82,194	29,289	817,861	22,200	+ 89,427	41,726	929,488
CANADA.....	Metropolitan counties....	3,231,870	256,310	+132,871	114,904	3,621,051	108,106	+236,758	180,811	3,965,915
	Other urban counties....	3,151,770	378,565	+ 33,588	104,747	3,563,923	155,289	+ 66,269	165,954	3,785,481
	Rural non-farm counties....	535,617	61,626	+ 28,594	21,195	3,023,837	22,262	- 24,616	22,838	3,023,483
	Farm counties.....	3,443,983	516,243	- 281,324	73,431	3,678,902	159,176	- 285,567	109,114	3,552,511
	Total.....	10,363,240	1,212,744	- 86,271	314,277	11,489,713	444,833	- 7,156	478,717	11,927,390

¹ 1931 Census data.³ Estimate prepared by Dominion Bureau of Statistics.² 1941 Census data.⁴ Estimated by Dominion Bureau of Statistics from count of ration cards issued April, 1944.

The Perspective of Population Shifts

Table 3 shows something of the background of the wartime shifts in population. During the thirties the Dominion was losing population by out-migration—over 86,000 moved out during the decade. The movement toward the metropolitan counties was quite marked; they gained approximately 133,000 during the period. Meanwhile the farm counties had given up a total of more than 281,000. Geographically the shifts have been consistent for the last 13 years with the exception of Quebec. Quebec had an in-migration totalling 6,645 for the decade 1931-1941, in contrast with its loss of over 11,000 in the 1941-44 period. The Maritimes displayed an out-movement, tempered by the same tendency for the Halifax area to expand that it has shown in the war period. The Prairie Provinces gave up almost a quarter of a million during the decade, with Saskatchewan consistently the main loser. On balance it would seem that the wartime shifts of population are part and parcel of fundamental shifts in the concentration of the Canadian population. There are weighty reasons for believing that they will not be reversed in the post-war period.

Shifts from 1939-1941

Table 3 indicates which provinces have lost population and which have gained. But it does not show which gained from which. There is no method open at present for obtaining such information. It should be emphasized that the above analysis ignores two other types of movement. The movement measured is "net" and does not take into account interchanges between different types of areas. Neither does it consider interchanges between similar types of areas.

Table 4.—Population with Less than Two Years of Residence in 1941 in Any Province by Type of Former Area of Residence, Urban and Rural, Canada

	TYPE OF FORMER AREA OF RESIDENCE				
	All Areas	Urban	Farm	Rural Non-Farm	Not Stated
CANADA.....	169,151	115,920	39,538	12,096	1,697
Urban.....	117,292	90,818	17,868	7,447	1,159
Rural.....	51,859	25,670	21,670	4,649	438

Some measure of these other types of movement can be gathered from Table 4. This tabulates the data gathered from a question on the 1941 Census which concerned those persons who had changed their province of residence between 1939 and 1941. Hence the data refer only to those persons who crossed provincial boundary lines in that two-year period. The total is impressive; if the same rate of movement continued over a ten-year period it would mean a movement of 850,000 persons per decade. The above migrants show a consistent tendency to move into areas similar to those they have left.

Almost 80 per cent of those moving into urban areas have come from similar areas. From this it would seem that the trend to urbanization is a relatively local matter. When Canadians move long distances they tend to seek the same type of economic area that they left. While it has been long known that the city attracts females to a greater extent than it attracts males, it is somewhat surprising to find that of those moving between provinces into rural areas the males outnumber the females by more than 20 per cent. Thus the movement of females from rural areas is supplemented by a movement of males in the opposite direction. Unfortunately the census data do not indicate the volume of movement *within* provinces during this two-year period. Studies of such movement would fill a large gap in our knowledge of the mobility of the Canadian population. In a period when job opportunities are very limited in specific areas it is important to know the extent to which the local population can be induced to change their places of residence.

Natural Increase

To a large extent the movements of population discussed above have been hidden by the high rates of natural increase obtaining in the affected areas. The loss (see Table 3) of 281,000 in all farm counties from 1931-41 was more than offset by a natural increase of over half a million in the same counties. During the decade Saskatchewan was the only province where out-migration exceeded natural increase in farm counties. For the period 1941-44 British Columbia is the only province where migration from farm counties does not exceed the natural increase. From the data it appears that rates of natural increase for farm counties have remained fairly stable during the war period. On the other hand the rates for the urban areas have risen substantially. The war births seem concentrated in urban areas.

On balance the highly industrialized regions of the country have low rates of natural increase. Similarly urban areas and low rates of natural increase are closely related. Much of the migration of the decade 1931-41 seems due to the pressure of high rates of natural increase. Population has flowed from these areas to those of low rates. In the recent past migration seems to have been a result of the higher economic opportunities offered in urban areas. It appears due to "pull" factors rather than "push" factors. The migration has persisted to the point where it constitutes a real drain. If urban areas continue to experience moderate prosperity in the post-war period, this shift of population is likely to continue. The industrialized centres of the country will likely continue to attract and absorb population from the distant regions; the total population will shift progressively toward urban types of areas.

THE DISTRIBUTION OF MANPOWER

In this section are sketched the outstanding changes in the distribution of Canada's manpower which enabled us to build up armed forces to nearly 800,000 men and women, transfer over another million workers to war industry, substantially increase our agricultural production, while at the same time maintaining the production of essential civilian products. If the reader will consult Table 5, he will find estimates of manpower distribution in Canada from 1939 to 1945.

In this table Canada's population 14 years of age and over is divided into five main divisions as follows:—

- i. Total in armed forces or gainfully occupied
- ii. Farm women, 14-64 years of age
- iii. Students
- iv. Unemployed
- v. All others—includes homemakers not on farms

The gainfully occupied are divided as follows:—

1. Non-agricultural industry—total
 - (a) Wage and salary workers in war industry
 - (b) Wage and salary workers in civilian industry
 - (c) Employers, own accounts and no pays
2. Agriculture—males only

In addition, the table gives information concerning the sex distribution of workers in the various categories.

On April 1, 1939, Canada's total population, 14 years of age and over, was 8,272,000, of whom some 3,585,000 (43·3 per cent) were in the armed forces or gainfully occupied. The rest, amounting to 56·7 per cent, were composed of farm women, students, unemployed, etc. There were only 8,000 person in the armed services at that time, all being members of the permanent forces.

By April 1, 1940, almost seven months after Canada's entry into the war, marked changes in the manpower distribution were apparent. The number of persons in the armed forces had increased to 93,000, and the number of workers in war industry stood at 172,000. This upswing in war activity was effected by the transfer of persons from the other categories of the population in Table 1, for all without exception showed a decline in numbers.

Further important changes had developed by the spring of 1941; personnel in the armed services rose to 260,000 and workers in war industry to 433,000. Civilian industry also showed an increase of 128,000 workers over the April, 1940 level. These substantial gains in the above three classes were made possible by the transfer of workers from the farm, from the self-employed, the homemaker group, etc. Male farm workers alone declined by approximately 124,000, students by 36,000, and the homemakers and the unemployed by 271,000.

Table 5.—Estimated Manpower Distribution in Canada
14 Years and Over
(In Thousands)

Population Class	April 1, 1939				April 1, 1940				April 1, 1941			
	M	F	Total		M	F	Total		M	F	Total	
			No.	%			No.	%			No.	%
Total Population, 14 Years of Age and Over.....	4,275	3,997	8,272	100.0	4,329	4,061	8,390	100.0	4,376	4,129	8,496	100.0
I. Total in armed forces or gainfully occupied.....	2,934	651	3,585	43.3	3,041	671	3,712	44.2	3,408	726	4,134	48.7
A. Armed forces ¹	8	—	8	0.1	93	—	93	1.1	259	1	260	3.1
B. Gainfully occupied—Total ²	2,926	651	3,577	43.2	2,948	671	3,619	43.1	3,149	725	3,874	45.6
1. Non-agricultural industry—Total.....	1,716	651	2,367	28.6	1,768	671	2,439	29.0	2,093	725	2,818	33.2
(a) Wage and salary workers in war industry ³	—	—	—	—	163	9	172	2.0	395	38	433	5.1
(b) Wage and salary workers in civilian industry.....	1,346	531	1,877	22.7	1,237	542	1,779	21.2	1,337	570	1,907	22.5
(c) Employers, own accounts and no pays ⁴	370	120	490	5.9	368	120	488	5.8	361	117	478	5.6
2. Agriculture—males only.....	1,210	—	1,210	14.6	1,180	—	1,180	14.1	1,056	—	1,056	12.4
II. Farm women, 14-64 years of age ⁵	—	800	800	9.7	—	798	798	9.5	—	789	789	9.3
III. Students.....	318	316	634	7.7	321	312	633	7.5	293	304	597	7.0
IV. Unemployed ⁶	—	—	—	—	—	—	—	—	—	—	—	—
V. All others—includes homemakers not on farms.....	1,023	2,230	3,253	39.3	967	2,280	3,247	38.8	675	2,301	2,976	35.0

See footnotes at end of table.

Table 5.—*Estimated Manpower Distribution in Canada—Concluded*

Population Class	April 1, 1942				April 1, 1943				April 1, 1944				April 1, 1945			
	M	F	Total		M	F	Total		M	F	Total		M	F	Total	
			No.	%			No.	%			No.	%			No.	%
Total Population, 14 Years of Age and Over	4,432	4,186	8,618	100.0	4,485	4,252	8,737	100.0	4,534	4,317	8,851	100.0	4,567	4,352	8,919	100.0
I. Total in armed forces or gainfully occupied	3,616	883	4,499	52.2	3,823	1,029	4,852	55.6	3,930	1,084	5,014	56.7	3,938	1,081	5,019	56.1
A. Armed forces ¹	448	5	453	5.3	664	23	687	7.9	750	35	785	8.9	728	35	763	8.5
B. Gainfully occupied—Total ²	3,168	878	4,046	46.9	3,159	1,006	4,165	47.7	3,180	1,049	4,229	47.8	3,210	1,046	4,256	47.6
1. Non-agricultural industry—Total	2,183	878	3,061	35.5	2,199	1,006	3,205	36.7	2,195	1,049	3,244	36.7	2,200	1,046	3,246	36.3
(a) Wage and salary workers in war industry ³	702	145	847	9.8	880	237	1,117	12.8	815	229	1,044	11.8	716	184	900	10.1
(b) Wage and salary workers in civilian industry	1,156	622	1,778	20.7	1,019	659	1,678	19.2	1,064	710	1,774	20.1	1,157	749	1,906	21.3
(c) Employers, own accounts and no pays ⁴	325	111	436	5.0	300	110	410	4.7	316	110	426	4.8	327	113	440	4.9
2. Agriculture—males only	985	—	985	11.4	960	—	960	11.0	985	—	985	11.1	1,010	—	1,010	11.3
II. Farm women, 14-64 years of age ⁵	—	778	778	9.0	—	763	763	8.7	—	773	773	8.7	—	800	800	8.9
III. Students	280	286	566	6.6	230	246	476	5.5	212	230	442	5.0	223	237	460	5.1
IV. Unemployed ⁶	108	72	180	2.1	49	33	82	0.9	41	24	65	0.7	53	27	80	0.9
V. All others—includes homemakers not on farms	428	2,167	2,595	30.1	383	2,181	2,564	29.3	351	2,206	2,557	28.9	353	2,237	2,590	29.0

NOTE.—Source: Department of Labour, Ottawa, Research and Statistics Branch. The estimates are based on the most recent information obtainable from the Dominion Bureau of Statistics and other official sources. Very little statistical information is available for domestic servants, agricultural males, farm women, and employers, own accounts and no pays. In these cases the estimates are subject to a possibility of considerable error, especially for dates furthest from the date of Decennial Census (June, 1941).

¹ Includes prisoners of war and persons missing but still on strength. Excludes persons enlisted but on leave and engaged in civilian occupations.

² Does not include women gainfully occupied on farms or in farm homes, who are included in Item II. Does not include wage and salary workers who are temporarily unemployed owing to "No job" or "Lay-off".

³ Includes employment on direct and indirect war production and construction, and the war content of employment in ancillary industries. These figures were provided by The Economics and Statistics Branch, Department of Munitions and Supply.

⁴ "Own accounts" are persons who carry on their business without assistance of employees. "No pays" are mainly family workers receiving no fixed money payment.

⁵ Since it is impossible to measure statistically the amount of farm work done by women, all women residing on farms are here included except students, women 65 years of age and over and those gainfully occupied outside the farm.

⁶ In 1943, 1944, and 1945, the number of unemployed was accounted for almost entirely by persons temporarily out of work while moving from one job to another.

By the spring of 1942 almost 4,500,000, or 52·2 per cent of the total population 14 years of age and over, were either in the armed forces or gainfully occupied. By then the number in the armed forces had risen to 453,000 or to 5·3 per cent of the population 14 years of age and over, and the number of war workers had increased to 847,000 or 9·8 per cent of the adult population. The extensive growth of Canada's war industry as well as of her armed forces was accompanied by a reduction of employment in civilian industry, where a decrease of almost 130,000 employees was recorded for the year 1941-42. Decreases in all the other population classes also occurred during the year, the agricultural male workers' class being one of the heaviest losers.

War activity in Canada was still following an upward trend in the early spring of 1943. The armed forces expanded to 687,000 or to 7·9 per cent of the population 14 years of age and over; war workers increased to 1,117,000 or to 12·8 per cent of the adult population. All of the other classes of the population continued to show a decline in number as well as in relative importance to the total manpower pool. The number of students decreased by some 90,000 during the year, and the number of unemployed by almost 100,000. Those listed as unemployed were largely accounted for by individuals temporarily out of work while moving from one job to another.

It is generally considered that Canada reached its peak of war industry production in the fall of 1943. It is evident from the table that by April 1, 1944, the peak of employment in war industry had passed, for by that date the number of war workers had decreased since April, 1943, by more than 70,000, and formed only 11·8 per cent of the population 14 years of age and over. By this time, however, the armed forces had reached a strength of 785,000 or 8·9 per cent of the population 14 years of age and over. This marks the high point in both absolute numbers and in percentage of the population reached by the armed forces. The contraction of war industry caused for the first time a halt in the downward trend of some of the other population classes, for by April 1, 1944, wage and salary workers in civilian industry and agricultural male workers, for example, had increased in number as compared with 1943. The drain on the students, however, continued.

By April of 1945 the total in the armed forces or gainfully occupied had increased by almost a million and a half compared with April, 1939. In this six-year period that part of the population 14 years of age and over in the armed forces or gainfully employed had increased from 43·3 per cent to 56·1 per cent. A general shrinkage of war activity which began several months earlier was reflected in the manpower distribution as at April, 1945. By this time, workers in war industry were reduced to 900,000 or to 10·1 per cent of the population 14 years of age and over, and the armed forces were slightly reduced to 763,000 or to 8·5 per cent of the adult population. The upswing of employment in civilian industry and in the number of agricultural farm workers continued. The number of farm women likewise registered an increase.

SHIFTS OF MANPOWER BY INDUSTRY AND OCCUPATION

A picture of shifts between industries and between types of occupations was obtained from a comparison of the 1940 data on occupation and industry as shown by National Registration cards, with similar information for 1944, as shown on the employee registration cards of the Unemployment Insurance Commission.

The picture is obtained from a survey of 2.5 per cent of the latter cards, chosen at random, and is an indication of the changes taking place during the four-year period. Lack of certain information reduced this sample to approximately 40,000 workers—a working sample of about 2 per cent.

The sample percentages were then applied to the Manpower Estimates of the non-agricultural working population, which were based upon census data. These Manpower Estimates were adjusted in order that their coverage would correspond with the coverage of the Unemployment Insurance population, from which the sample was obtained. The adjustment was carried out by means of deducting from the Manpower figures the groups outside Unemployment Insurance coverage. These were domestic service, agriculture, government service, fishing, logging, and such professions as nursing and teaching.

The comparison of information obtained does not indicate all the changes that have taken place during the interval between 1941 and 1944. However, it does indicate the very substantial *net* shifts that have occurred. The figures provided by the survey can be accepted as reliable in indicating the general trend of industrial shifts. In cases where a shift concerns a large group, the possible error will be small. In cases where it concerns a small group, such chance variation may be high. In no case, however, will such variation basically affect that pattern of the industrial shifts as a whole. Hence the survey may be regarded as a reliable indication of the general trend during the period.

Industrial Shifts

The picture gives an idea of the movements that took place among Canadian industries, and of the labour force that came in from outside. Included in the survey are the changes in labour force of the following: agriculture, fishing, mining, manufacturing (predominantly for war purposes; i.e., chemicals, iron and steel, machinery, aircraft and parts, ship and boat building, automobiles, and non-ferrous metals), manufacturing (predominantly civilian), construction, public utilities, trade, finance (including insurance), and service.

The requirements of war industry developed overnight, and trained labour was an immediate need. In response to the urgent need, workers in civilian manufacturing flocked to the war plants, in such numbers that their ranks became seriously depleted. At the same time, corresponding upward movements were taking place in other industries, especially in those having low standards of pay.

Three general trends may be determined in the labour shifts during this period. They are the general trend to war industry from other industries, other movements between the various industries, and the flow into industry of emergency labour from outside.

The movement of workers from non-war industries into war manufacturing was prominent. This varied with the industries, and ranged from 10 per cent of 1940 finance to 32 per cent of 1940 construction. The greatest actual number of workers, though, came from civilian manufacturing, 81,500 workers making the change, or 17 per cent of those in that classification.

The survey also showed that of all the movements going on among the various industries, the shift to war manufacturing was by far the largest of the outgoing groups. In other words, of the workers leaving one industry for another, the greatest number went to war manufacturing.

At the same time, there was a general movement back and forth among the non-war industries, and this was featured by a shift to civilian manufacturing, which had lost many of its workers to war manufacturing.

The need of civilian manufacturing for workers was great. Workers of all kinds flocked to war manufacturing, almost 300,000 leaving other industries for the war plants. To this total were added many emergency workers, including housewives, students, unemployed, retired persons, and those who had been working on their own account. In all, about 450,000 workers moved into war manufacturing. Some industries found the new workers coming in from outside of great importance in keeping up their pre-war employment levels, or in enabling them to make the expansion required by wartime needs.

Most of these incoming workers were entering industrial employment for the first time. For this reason they predominated in the unskilled, semi-skilled, and clerical and sales occupations. Many of them, however, took advantage of Industrial Training Centres to learn skills fitting them for better positions in industry.

The largest shift among the male incoming workers was to manufacturing, with war manufacturing taking twice the number of those going to civilian manufacturing. Out of each male group, an average of 40 per cent entered war industry alone. This is explained not only by the high wages paid by war manufacturing, but also by its high labour priority and exemption from induction into the armed forces.

The movement to civilian manufacturing accounted for the greater part of those entering non-war industries, taking 90,000 workers. Most of these came from the groups of housewives and unemployed, and females outnumbered males two to one. Without these new workers, civilian manufacturing would have suffered a net decrease in its employment figures. As it was, it benefited by a net increase of 60,500 workers. The next largest shift of incoming workers was for service and trade.

One significant point appears in all non-war industries but construction, mining and public utilities. This is that female workers of the substitute labour group outnumbered the males. The fact is explained by the heavy weight of housewives and female students who, together with female unemployed, predominated in the non-war industries. Male members of the incoming group, though, predominated in the war manufacturing industries.

The shifts from agriculture were quite distinct, for there have been almost no shifts in the opposite direction. A certain part of this movement from agriculture, however, cannot be measured satisfactorily. Farm workers who entered manufacturing and subsequently joined the armed forces are not revealed in computations of this type. Estimations, however, place the persons in this category at 100,000.

From the material available it appears that there were 160,000 persons employed in industry in 1944 who had been engaged in agriculture in 1940. Almost one-third of these were in war manufacturing, and one-quarter were in civilian manufacturing.

In general, it can be seen that skilled workers have been channelled into war manufacturing, and that other industries have used workers of lesser skills. The increase in civilian manufacturing is accounted for by the inflow of 100,000 emergency workers. But of the 400,000 net increase in war manufacturing, only one-third was accounted for by such workers. The other two-thirds were drawn from the workers of other industries.

Occupational Shifts

As soon as the war industries, having absorbed the surplus of unemployed labour, began to compete for the labour of other industries by paying higher wages, an upgrading trend in wages began. With this upward movement of wages came an upward movement of occupations, which was aided by the establishment of the War Emergency Training Program.

For the purpose of the survey, occupations were classified as unskilled, semi-skilled, skilled, service, clerical and sales, and professional and managerial. There was a tendency of workers to move from one group to a higher classification. This upward movement was most noticeable in the skilled and semi-skilled groups, but it held true for all of the occupational categories.

The shift of workers to semi-skilled and skilled occupations was the most important of the primary movements to occupations essential to war industry. Of the semi-skilled workers moving to an upper occupational grade, the largest single number went into skilled occupations. One out of five semi-skilled workers made this upward step. One out of ten went down to the unskilled group. This was probably because they were attracted by the high wages paid unskilled labour in the war industries, in which their own particular semi-skilled qualifications might be of no value.

Of the unskilled workers, the major change was to the semi-skilled and skilled occupations, which took 94 per cent of those in this group changing their classifications.

Coming into the skilled and semi-skilled ranks also were workers from service and agriculture. Semi-skilled occupations gained more in this manner than did the skilled. This was because of the greater ease in obtaining training for the semi-skilled class of occupations. There were accompanying savings in time and money spent; an important factor considering that service, agriculture, and unskilled workers contributed most heavily to semi-skilled occupations.

Shifts between groups took place among all the industrial occupations. This was true even of the war industry group, although on a smaller scale

than the others. The net result, however, was an improvement in occupational status for most workers. Where a downward shift took place, it usually followed disalignments in the wage structure. In such cases, a downgrading in occupational status went with an upgrading in wage and living standards. In all cases, though, *net* shifts were upward.

A trend of this sort left vacancies in the lower occupations, and these were filled by labour groups having had no previous industrial occupations. These incoming groups were mainly made up of students, unemployed, housewives, and those having worked on their own account. The movement was almost entirely one-way.

There were definite differences in all four groups between males and females, in the direction of the shifts. Most of the males entered the war industries, while the majority of the females went into clerical and sales. A breakdown of groups shows that the "own accounts"—being almost entirely male—went into the war industries. The housewives mainly went into clerical and sales, and semi-skilled classes. The movement of the other two groups—students and unemployed—depended greatly upon sex. Male students were distributed almost equally among clerical and sales, skilled, semi-skilled and unskilled occupations. The majority of the female students went into sales and clerical types of work. Those who were unemployed in 1940 have, during the course of the war, been drawn into industry, taken directly into the armed forces, or have gone there by way of a temporary wartime job. About 160,000 of those employed in 1944 had been without jobs in 1940. Half of these had gone into unskilled or semi-skilled jobs, and about one-third had entered clerical or sales occupations, the latter group being almost entirely female. Relatively few of the unemployed went into the skilled trades.

So far as agriculture is concerned, there has been a one-way drain from the land to industry, amounting to about 160,000 workers, almost all of whom were male. About one-third went into unskilled occupations, one-quarter into semi-skilled work, and one-fifth into skilled classifications.

EMPLOYMENT IN WAR MANUFACTURING

War *manufacturing* throughout this report differs from war *industry*. Employment in war industry is the broader term and includes employment on direct and indirect war production and construction, and the war content of employment in ancillary industries.

A survey by the Research and Statistics Branch was made in 1944 to determine the number of workers in the various types of war manufacturing according to geographical areas. Although the total employment in war manufacturing has dropped substantially since July, 1944, the date of the estimates, the data which follow are the most up-to-date and complete by detailed geographical area. It is estimated that employment in war manufacturing decreased by over 150,000 persons from July 1, 1944, to June 1, 1945.

Six tables appear at the end of this section of the report. Tables 6-8 show the distribution of employment in war manufacturing for Canada by provinces and by main types of war manufacturing. Tables 9-11 show the concentration of war manufacturing employment in the 20 cities reporting the largest volumes of such employment.

The classification of war manufacturing in the tables is as follows:—

1. Munitions
2. Aircraft
3. Shipbuilding
4. Mechanical Transport
5. Other Metals
6. Miscellaneous

The munitions, the aircraft, and the shipbuilding programs have all experienced marked wartime expansion and presumably will register heavy declines in the change-over to peacetime conditions. On the other hand, it is expected that no large contraction in employment will occur in the mechanical transport industry in spite of the necessity for reconversion. All war manufacturing employment in the metals industries not included in the above four groups is combined under the heading "other metals". As far as this industry group is concerned, it is considered that no substantial decrease in employment will occur. The "miscellaneous" group comprises such industries as lumber, food processing, textiles, etc., being industries which may reasonably anticipate an increase in employment.

Table 6 which follows this section of the report shows for each province the total estimated number of employees engaged in war manufacturing on July 1, 1944, and also shows the total number of employees in each province on January 8, 1944.¹ The total number of employees in war manufacturing in Canada in July was about 719,000,² whereas the total number of employees in all industry was approximately 2,431,000. The greatest numbers of employees in war manufacturing by provinces were: Ontario, 341,000; Quebec, 233,000, and British Columbia, 70,000, which in the aggregate comprised almost

90 per cent of total war employment. War manufacturing employment comprised 32 per cent in Ontario, 34 per cent in Quebec, and 31 per cent in British Columbia, of total employment in those provinces.

The munitions industry was heavily concentrated in Quebec with 49,000 employees and in Ontario with 51,000 employees. Similarly the aircraft industry was also concentrated in these two provinces, with about 45,000 employees in each, although British Columbia and Manitoba also showed substantial employment in this industry. Shipbuilding was concentrated in British Columbia (32,000 employees), Quebec (28,000), and Nova Scotia (16,000). The reader is referred to Table 6 for further details.

In the tables that follow, the munitions, aircraft, and shipbuilding industries may be considered as a group to represent the inconvertible segment of war manufacturing, whereas the mechanical transport, other metals, and miscellaneous industries may be considered as being capable of conversion.

On balance it seems that British Columbia, Nova Scotia and Quebec have the heaviest representation in the inconvertible segment of war manufacturing. When the position of Quebec is compared with that of Ontario, it appears that while approximately 48 per cent of Quebec's 233,000 workers in war manufacturing are in the convertible type, in Ontario 68 per cent of this class of workers are in convertible types of industry. A considerable part of this difference in the position of the two provinces is explained by the fact that over 97 per cent of all workers in the mechanical transport industry are concentrated in Ontario.

Table 7 gives by provinces the estimated number of male employees engaged in war manufacturing as at July 1, 1944, while Table 8 gives similar information for females. Of the total engaged in war manufacturing on that date, 542,000 (75 per cent) were males and 176,000 (25 per cent) were females. In addition both tables give detailed figures by type of war manufacturing.

Table 9 gives for certain selected cities the estimated number of employees engaged in war manufacturing by industrial group and also gives the total number of employees in these cities. In the aggregate three-quarters of the employees engaged in war manufacturing are located in these cities. The five cities showing the largest employment in war manufacturing are:—

Montreal	148,000
Toronto	125,000
Vancouver	50,000
Hamilton	34,000
Windsor	33,000

The reader is referred to Table 9 for further details with respect to the distribution of employees by cities in the various branches of war manufacturing.

Tables 10 and 11 show the sex distribution for the data presented in Table 9.

¹ In January, 1944, a survey of employment was conducted by the Research and Statistics Branch of the Department of Labour. This survey covered employment in all types of industries with the exception of farming, domestic service and government service. Where total number of employees as at January, 1944, appear in this report the groups just mentioned are excluded.

² Figures on employment in war manufacturing were prepared in part by the Labour Requirements Division of the Department of Munitions and Supply.

Table 6.—Total Number of Employees at January 8, 1944, and Estimated Number of Employees Engaged in War Manufacturing, by Industrial Grouping for Each Province as at July 1, 1944

Province	Total Number of Employees January 8, 1944	Estimated Number of Employees Engaged in War Manufacturing, July 1, 1944						
		Total	Munitions	Aircraft	Ship-building	Mechanical Transport	Other Metals	Miscellaneous
Prince Edward Island	5,511	404	—	—	289	—	20	95
Nova Scotia.....	103,201	27,348	1,402	2,002	16,067	—	3,990	3,887
New Brunswick.....	68,998	9,509	254	514	2,724	—	1,667	4,350
Quebec.....	740,861	233,466	48,632	45,139	27,572	874	62,118	49,131
Ontario.....	994,328	341,428	51,477	45,033	11,854	45,524	106,761	80,779
Manitoba.....	122,193	22,702	3,093	7,195	—	356	6,584	5,474
Saskatchewan.....	63,275	3,728	311	579	—	—	125	2,713
Alberta.....	107,623	10,044	1,072	1,326	—	6	2,138	5,502
British Columbia.....	224,626	70,060	1,611	8,638	32,345	21	9,423	18,022
CANADA.....	2,430,616	718,689	107,852	110,426	90,851	46,781	192,826	169,953

Table 7.—Total Number of Male Employees at January 8, 1944, and Estimated Number of Male Employees Engaged in War Manufacturing, by Industrial Grouping for Each Province, as at July 1, 1944

Province	Total Number of Male Employees January 8, 1944	Estimated Number of Male Employees Engaged in War Manufacturing, July 1, 1944						
		Total	Munitions	Aircraft	Ship-building	Mechanical Transport	Other Metals	Miscellaneous
Prince Edward Island	3,523	359	—	—	287	—	18	54
Nova Scotia.....	79,643	23,395	1,264	1,445	13,862	—	3,799	3,025
New Brunswick.....	52,173	7,903	230	416	2,627	—	1,511	3,119
Quebec.....	526,229	177,641	30,370	35,166	26,662	839	50,867	33,737
Ontario.....	660,985	246,903	27,474	30,474	11,309	38,820	83,170	55,656
Manitoba.....	81,368	17,260	2,400	4,852	—	329	6,250	3,429
Saskatchewan.....	42,992	2,833	231	394	—	—	122	2,086
Alberta.....	76,328	8,154	1,018	959	—	6	1,865	4,306
British Columbia.....	163,957	57,823	1,195	3,453	29,932	19	8,446	14,778
CANADA.....	1,687,198	542,271	64,182	77,159	84,679	40,013	156,048	120,190

Table 8.—Total Number of Female Employees at January 8, 1944, and Estimated Number of Female Employees Engaged in War Manufacturing, by Industrial Grouping for Each Province as at July 1, 1944

Province	Total Number of Female Employees January 8, 1944	Estimated Number of Female Employees Engaged in War Manufacturing, July 1, 1944						
		Total	Muni-tions	Air-craft	Ship-building	Mech-anical Trans-port	Other Metals	Miscel-laneous
Prince Edward Island	1,988	45	—	—	2	—	2	41
Nova Scotia	23,558	3,953	138	557	2,205	—	191	862
New Brunswick	16,825	1,606	24	98	97	—	156	1,231
Quebec	214,632	55,825	18,262	9,973	910	35	11,251	15,394
Ontario	333,343	94,525	24,003	14,559	545	6,704	23,591	25,123
Manitoba	40,825	5,442	693	2,343	—	27	334	2,045
Saskatchewan	20,283	895	80	185	—	—	3	627
Alberta	31,295	1,890	54	367	—	—	273	1,196
British Columbia	60,669	12,237	416	5,185	2,413	2	977	3,244
CANADA	743,418	176,418	43,670	33,267	6,172	6,768	36,778	49,763

Table 9.—Total Number of Employees at January 8, 1944, and Estimated Number of Employees Engaged in War Manufacturing by Industrial Grouping, for Selected Cities, as at July 1, 1944

City	Total Number of Employees January 8, 1944	Estimated Number of Employees Engaged in War Manufacturing, July 1, 1944						
		Total	Muni-tions	Air-craft	Ship-building	Mech-anical Trans-port	Other Metals	Miscel-laneous
Montreal	431,237	147,560	26,387	43,657	11,234	714	43,687	21,881
Toronto ¹	377,223	125,453	27,762	22,259	3,930	4,733	39,411	27,358
Vancouver ¹	149,300	49,781	1,608	8,048	23,238	21	4,183	12,683
Hamilton	79,476	34,177	4,014	1,302	900	1,204	20,197	6,560
Windsor	52,418	33,074	2,431	76	172	22,773	5,142	2,480
Quebec ¹	71,709	22,992	7,735	—	10,230	63	1,643	3,321
Winnipeg	105,298	19,566	3,093	7,195	—	356	3,979	4,943
Oshawa	20,245	13,962	4,331	1,379	—	5,605	881	1,766
Halifax	33,902	10,614	—	127	8,797	—	144	1,546
St. Catharines	21,181	10,510	1,727	102	149	5,341	2,107	1,084
Fort William ²	29,309	9,809	—	7,281	1,796	—	67	665
Chicoutimi	18,164	9,648	—	—	—	—	9,529	119
Kitchener	21,541	8,447	850	375	—	144	1,264	5,814
Sorel	8,171	7,903	2,530	—	5,218	56	—	99
Brantford	16,974	7,758	310	3,229	—	834	2,060	1,325
Victoria	23,098	7,567	—	300	6,120	—	229	918
London	31,515	7,391	1,322	1,332	—	296	2,713	1,728
Welland	10,605	6,433	50	150	113	—	3,400	2,720
Peterborough	15,012	6,313	1,520	—	—	725	2,963	1,105
Ottawa	38,478	6,019	52	2,301	—	3	762	2,901
Total for selected cities	1,554,856	544,977	85,722	99,113	71,897	42,868	144,361	101,016
GRAND TOTAL FOR CANADA	2,430,616	718,689	107,852	110,426	90,851	46,781	192,826	169,953
Total for selected cities as a percentage of grand total for Canada	64.0	75.8	79.5	89.8	79.1	91.6	74.9	59.4

¹ Comprises the greater urban area.² Includes Port Arthur.

Table 10.—Total Number of Male Employees at January 8, 1944, and Estimated Number of Male Employees Engaged in War Manufacturing, by Industrial Grouping for Selected Cities, as at July 1, 1944

City	Total Number of Male Employees January 8, 1944	Estimated Number of Male Employees Engaged in War Manufacturing, July 1, 1944						
		Total	Munitions	Aircraft	Ship-building	Mechanical Transport	Other Metals	Miscellaneous
Montreal.....	287,097	110,859	17,841	34,066	10,670	688	33,885	13,709
Toronto ¹	224,794	81,405	11,261	15,815	3,769	3,244	29,625	17,691
Vancouver ¹	105,104	39,993	1,195	3,188	21,814	19	3,695	10,082
Hamilton.....	52,614	25,237	3,053	784	876	1,065	15,627	3,832
Windsor.....	40,356	28,398	1,298	67	165	20,985	4,230	1,653
Quebec ¹	51,996	15,869	2,125	—	10,044	62	1,577	2,061
Winnipeg.....	69,409	14,397	2,400	4,852	—	329	3,850	2,966
Oshawa.....	13,992	10,269	2,667	780	—	4,775	763	1,284
Halifax.....	23,687	8,096	—	110	6,759	—	130	1,097
St. Catharines.....	14,923	7,970	986	77	147	4,192	1,701	867
Fort William ²	22,827	6,660	—	4,246	1,741	—	62	611
Chicoutimi.....	16,478	9,185	—	—	—	—	9,074	111
Kitchener.....	13,727	5,773	567	239	—	119	1,050	3,798
Sorel.....	7,076	7,587	2,348	—	5,100	50	—	89
Brantford.....	10,882	5,581	300	2,236	—	807	1,521	717
Victoria.....	16,173	6,292	—	100	5,267	—	204	721
London.....	19,781	5,336	924	1,009	—	262	1,976	1,165
Welland.....	7,997	5,335	48	150	102	—	2,903	2,132
Peterborough.....	10,381	4,353	1,136	—	—	550	1,735	932
Ottawa.....	22,725	4,253	51	1,779	—	3	628	1,792
Total for selected cities.....	1,032,019	402,848	48,200	69,498	66,454	37,150	114,236	67,310
GRAND TOTAL FOR CANADA.....	1,687,198	542,271	64,182	77,159	84,679	40,013	156,048	120,190
Total for selected cities as a percentage of grand total for Canada.....	61.2	74.3	75.1	90.1	78.5	92.8	73.2	56.0

¹ Comprises the greater urban area.

² Includes Port Arthur.

Table 11.—Total Number of Female Employees at January 8, 1944, and Estimated Number of Female Employees Engaged in War Manufacturing, by Industrial Grouping, for Selected Cities, as at July 1, 1944

City	Total Number of Female Employees January 8, 1944	Estimated Number of Female Employees Engaged in War Manufacturing, July 1, 1944						
		Total	Muni- tions	Air- craft	Ship- building	Mech- anical Trans- port	Other Metals	Miscel- laneous
Montreal.....	144,140	36,701	8,546	9,591	564	26	9,802	8,172
Toronto ¹	152,429	44,048	16,501	6,444	161	1,489	9,786	9,667
Vancouver ¹	44,196	9,788	413	4,860	1,424	2	488	2,601
Hamilton.....	26,862	8,940	961	518	24	139	4,570	2,728
Windsor.....	12,062	4,676	1,133	9	7	1,788	912	827
Quebec ¹	19,713	7,123	5,610	—	186	1	66	1,260
Winnipeg.....	35,889	5,169	693	2,343	—	27	129	1,977
Oshawa.....	6,253	3,693	1,664	599	—	830	118	482
Halifax.....	10,215	2,518	—	17	2,038	—	14	449
St. Catharines.....	6,258	2,540	741	25	2	1,149	406	217
Fort William ²	6,482	3,149	—	3,035	55	—	5	54
Chicoutimi.....	1,686	463	—	—	—	—	455	8
Kitchener.....	7,814	2,674	283	136	—	25	214	2,016
Sorel.....	1,095	316	182	—	118	6	—	10
Brantford.....	6,092	2,177	10	993	—	27	539	608
Victoria.....	6,925	1,275	—	200	853	—	25	197
London.....	11,734	2,055	398	323	—	34	737	563
Welland.....	2,608	1,098	2	—	11	—	497	588
Peterborough.....	4,631	1,960	384	—	—	175	1,228	173
Ottawa.....	15,753	1,766	1	522	—	—	134	1,109
Total for selected cities.....	522,837	142,129	37,522	29,615	5,443	5,718	30,125	33,706
GRAND TOTAL FOR CANADA.....	743,418	176,418	43,670	33,267	6,172	6,768	36,778	49,763
Total for selected cities as a percentage of grand total for Canada.....	70.3	80.6	85.9	89.0	88.2	84.5	81.9	67.7

¹ Comprises the greater urban area.² Includes Port Arthur.

POST-WAR PROSPECTS

Some of the trends investigated in this report are so distinct that post-war forecasts can be made with assurance. The proportion of the population seeking employment will be greater than in the pre-war period. As this is a greater proportion of a *larger* population the absolute increase in the population seeking employment will be substantial. Most of the increase will be due to a higher proportion of female workers than existed in 1939. The evidence points to a continued concentration of population in metropolitan areas. The farm counties will utilize a progressively smaller fraction of the total population. However, these farm counties will probably maintain their high rates of natural increase. The chief contributors to the natural increase of population are likely to be the farm areas of the Prairie Provinces and Quebec. The trend toward mechanization in farm areas, the lack of urban opportunities in certain provinces, and the attraction of job opportunities in the industrialized areas will continue to draw migrants from the Prairies and Quebec toward Ontario and British Columbia. The current patterns of population movement may be modified but are hardly likely to be reversed. One outstanding feature of such movements is that a given province bears the cost of raising and educating its children, but a different province utilizes the labour of those children.

Information on post-war population movements has been drawn from two sources. The Research and Statistics Branch of the Department of Labour has surveyed the plans of civilians regarding post-war residence and occupation, and the Army has carried out a similar study of the intentions of men in that branch of the armed forces.

There is a marked similarity between the results of these two surveys. It is estimated that almost 90 per cent of returning ex-servicemen will establish residence in the province from which they enlisted. There is a recognizable tendency for these ex-servicemen to move toward the larger urban areas in selecting their places of post-war residence. Of those who expect to move to a different province the greatest fraction anticipate going to British Columbia. Ontario comes next in importance as a receiving area. Saskatchewan is the chief loser in this exchange of population, with Quebec likewise showing substantial losses. The cities likely to receive more men than they contributed to the Army are Vancouver, Toronto, Calgary, and Edmonton. The two likely to lose population are Montreal and Halifax.

For the civilian workers surveyed the trends are markedly similar. Analysis of the post-war expectations regarding residence shows that Ontario and British Columbia will receive an influx of population while the other seven provinces will lose. On balance Quebec will be the heaviest loser, both absolutely and relatively.

The volume of post-war shift of population between provinces will be substantially less than that of the war period. The important feature is the fact that the wartime trend will continue. There seems no likelihood of any reversal of the changes which have taken place to date.

Coming to the question of post-war employment plans, however, there are substantial changes in store, particularly for the civilian population. For the armed services there will be a return to agriculture of approximately the same numbers as enlisted from this field. Some who were farmers will seek other industries, and vice versa, but on balance there will be little change. In the case of those wishing to run a business of their own there will probably be an increase over pre-war levels. There is a marked tendency for returning ex-servicemen to aim for white collar jobs and to desert the semi-skilled and unskilled types of occupations.

Among civilian workers there is a clear reversal of many wartime trends. Of the emergency workers (women, older workers, students), a large proportion of the women who have entered wage-earning employment intend to return to, or take up, housekeeping in the post-war period. They plan to withdraw from the labour force, in large part only if their husbands secure relatively high incomes. Less than half of the workers over 65 intend to retire; a very small number will withdraw from the labour force on this account. Only a small number will withdraw from the current labour force to take up their education afresh. This contrasts sharply with the large number of ex-servicemen expecting to continue their schooling. On the other hand, in the years immediately following the war, a larger number of young people will remain in school longer than has been the case during the war. This will tend to reduce the size of the labour force in the immediate post-war years.

Approximately 70,000 civilian workers anticipate returning to farms, or starting farming. This represents less than half those who left agriculture during the war to work in industry. With allowances for ex-servicemen taking up agriculture, it appears that there will be considerably fewer persons employed in farming during the post-war period than before the war. The expected post-war shift between provinces mentioned above is largely a shift brought about by the differences in job opportunities as between the highly industrialized regions versus the agricultural regions of Canada.

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